



East Campus

2023

ANNUAL SECURITY REPORT

2023-2024 Academic Year

2021-2022 Crime Statistics

**Includes: Bryan East, Bryan West, Mary Lanning, & Hastings College*

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Rich Lloyd, PhD
President
Bryan College of Health Sciences

Statement of Mission, Vision, Values

Mission

The Mission of Bryan College of Health Sciences is to provide education in the health professions emphasizing clinical and academic excellence through collaboration with Bryan Health System and the healthcare community.

Vision

The Vision of Bryan College of Health Sciences is to provide a College of Health Sciences recognized as a leader in health professions education by qualified applicants, graduates, and employers.

Purpose

The purpose of Bryan College of Health Sciences is to educate healthcare professionals for service to the global community.

Goals

The Goals of Bryan College of Health Sciences are:

To prepare graduates who:

1. Qualify for diverse careers in healthcare, academic, or scientific environments
2. Illustrate respect for their own and others' unique individualities
3. Demonstrate professionalism in their field of study
4. Practice life-long learning as a means of personal and professional growth
5. Exhibit service-oriented citizenship within their communities

Values

Integrity - Be honest, trustworthy, accountable and ethical

Caring - Be compassionate, empathetic and respectful

Equity – Be adaptive and just

Learning - Be insightful, knowledgeable and open to change

Equity Statement

The Bryan College of Health Sciences' mission and core values compel us to create a community in which we collaborate with others to form mutually beneficial relationships. Our community is at its best when we all practice inclusion and adaptation. Community engagement begins when individuals explore unique identities and recognize the mix of strengths, biases, privileges, perspectives, and skills they and others bring to the community. Members of the community are also called to apply the concepts of *cultural humility*, *transparency*, and *social justice* in their interactions. We acknowledge that these concepts can be challenging to practice, but through consistent engagement with one another we will become a more equitable community.

Non-Discrimination Policy

Bryan College of Health Sciences is committed to providing equal opportunities for all persons and an environment free from discrimination, harassment, or related retaliation. Bryan College of Health Sciences does not discriminate on the basis of race, ethnicity, color, national origin or ancestry, religion, sex, genetic information, gender identity or expression, age, marital or family status, pregnancy, sexual orientation, disability, veteran status, source of income, or any other protected class recognized by state or federal law in its programs, activities, employment and admissions.

The College complies with all applicable federal, state, and local laws relating to equal opportunity, including the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA), as applicable.

The following person has been designated to handle inquiries regarding the non-discrimination policies: Dr. Alethea Stovall, Dean of Students/Title IX Coordinator, 1535 S. 52nd St., office #233, Lincoln, NE 68506, 402-481-3804, alethea.stovall@bryanhealth.org. Contact information for the Bryan College of Health Sciences Deputy Title IX Coordinator, who can receive inquiries about Title IX-related issues if the Title IX Coordinator is not available, and the ADA Coordinator, who can address ADA-related issues, is also provided below.

For additional information on discrimination and harassment-related issues, you may visit <https://www2.ed.gov/about/offices/list/ocr/addresses.html> for the address and phone number of the United States Department of Education Office for Civil Rights office that serves your area, or call 1-800-421-3481.



Title IX Coordinator:

Dr. Alethea Stovall, Dean of Students,
1535 S. 52nd St., office #233, Lincoln, NE 68506,
402-481-3804 or alethea.stovall@bryanhealth.org



Deputy Title IX Coordinator:

Dr. Sue Pilker, Assistant Dean of Undergraduate Nursing
1535 S. 52nd St., office #321, Lincoln, NE 68506,
402-481-8712 or sue.pilker@bryanhealth.org



***ADA Coordinator**

Dr. Ana Anderson, Academic Support Services, Director & ADA Coordinator
1535 S. 52nd St., office #219, Lincoln, NE 68506
402-481-8782 or <mailto:ana.anderson@bryanhealth.org>

2022/2023 Annual Security Report Introduction

Bryan College of Health Sciences is a college community of approximately 750 students and approximately 75 regularly employed faculty and staff, located in Lincoln, Nebraska. The population of Lincoln is approximately 290,000. The Bryan College of Health Sciences is a commuter campus located on the Bryan East Campus. The College also utilizes space at Bryan West Campus, located three miles west of the College. As part of this larger community the College shares many of the same interests and problems, including concerns about crime. Bryan College of Health Sciences fortunately has not experienced significant numbers of crimes on any of its campus locations.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to publish an annual security and campus safety report containing campus security and campus safety policies and procedures, as well as crime statistics. The report provides information to the campus community about crime reporting procedures, various policies, crime prevention programs, and campus crime statistics. By October 1st of each year, this report is made available to all current students and employees and upon request to any applicant for enrollment or employment.

The Clery Act was enacted in 1990, and amended in 1992, 1998, 2000, and 2008. In 2013, the Violence Against Women Reauthorization Act (VAWA) amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports. All statistics in this Annual Security Report are presented and updated in compliance with all amendments to the act, under the supervision of the Dean of Students in collaboration with Student Services, Bryan Medical Center Safety Officer and Bryan Medical Center Security

The Dean of Students sends an email to every enrolled student and current employee on an annual basis informing them of the availability of the Annual Security and Campus Safety Report prior to October 1st. The email and letter include a brief summary of the contents of this report. The email also include the web address where the Annual Security and Campus Safety Report can be found online, and notification that a physical copy may be obtained by making a request to Dean of Students Office by calling (402) 481-3904 or in person at the Dean of Students Office. Prospective students can access the Annual Security and Campus Safety Report through a link when applying for admissions to Bryan College of Health Sciences.

Bryan College of Health Sciences is concerned about the safety and welfare of the entire Bryan College community and its guests. The College has developed a number of procedures, polices, and programs to help promote a safe and secure learning and working environment.



Clery Reportable Crimes:

Murder & Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide, including Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

Sexual Assault: Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent

Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by other means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used.)

Burglary: The unlawful entry into a structure to commit a felony or theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safe-cracking; and any other type attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Motor vehicle theft is classified as all cases where automobiles are taken by persons not having lawful access, even though said vehicles are later abandoned. Motor vehicle theft includes joyriding.)

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another.

Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically, those relating to the unlawful possession, sale, growing, manufacturing, making, and use of narcotic drugs.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness. Referrals for Disciplinary Action: The referral of any person to any official who initiates a disciplinary action of which a record is kept, and which may result in the imposition of a sanction. Only referrals that are alleged violations of law and are not campus policy are put on the Clery report. The institution maintains a daily crime report where all crimes and incidents are recorded.

Domestic Violence: Includes felony or misdemeanor crimes of violence committed by current or former spouse of the victim, by a person with whom the victim shared a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other persons against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Nebraska.

Dating Violence: Violence committed against a person a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and b) where the existence of such relationship shall be determined based on the reporting party's statement and a consideration of (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others or (b) suffer substantial emotional distress.

For purposes of this definition—

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

- Larceny/Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.
- Simple Assault: The unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Categories of Bias:

Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, gender identity, ethnicity, or national origin.

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features, etc.) genetically transmitted descent and

heredity, which distinguished them as a distinct division of humankind (e.g., Asians, blacks or African Americans, whites).

Gender: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g. Catholics, Jews, Protestants, atheists.

Sexual orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual attraction. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Nebraska State Laws/Definitions of VAWA Crimes (<https://nebraskalegislature.gov>)

Chapter 79-2,140. Dating Violence.

For purposes of the Lindsay Ann Burke Act, unless the context otherwise requires:

- (1) Dating partner means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious, or long-term;
- (2) Dating violence means a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse, to control his or her dating partner;
- (3) Department means the State Department of Education; and
- (4) School district has the same meaning as in section 79-101.

Chapter 28-323. Domestic assault; penalties.

- (1) A person commits the offense of domestic assault in the third degree if he or she:
 - (a) Intentionally and knowingly causes bodily injury to his or her intimate partner;
 - (b) Threatens an intimate partner with imminent bodily injury; or
 - (c) Threatens an intimate partner in a menacing manner
- (2) A person commits the offense of domestic assault in the second degree if he or she intentionally

- and knowingly causes bodily injury to his or her intimate partner with a dangerous instrument.
- (3) A person commits the offense of domestic assault in the first degree if he or she intentionally and knowingly causes serious bodily injury to his or her intimate partner.
- (4) Violation of subdivision (1)(a) or (b) of this section is a Class I misdemeanor, except that for any subsequent violation of subdivision (1)(a) or (b) of this section, any person so offending is guilty of a Class IIIA felony.
- (5) Violation of subdivision (1)(c) of this section is a Class I misdemeanor.
- (6) Violation of subsection (2) of this section is a Class IIIA felony, except that for any second or subsequent violation of such subsection, any person so offending is guilty of a Class IIA felony.
- (7) Violation of subsection (3) of this section is a Class IIA felony, except that for any second or subsequent violation under such subsection, any person so offending is guilty of a Class II felony.
- (8) For purposes of this section, intimate partner means a spouse; a former spouse; persons who have a child in common whether or not they have been married or lived together at any time; and persons who are or were involved in a dating relationship. For purposes of this subsection, dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement, but does not include a casual relationship or an ordinary association between persons in a business or social context.

Chapter 28-318. Sexual Assault and Consent

As used in sections [28-317](#) to [28-322.05](#), unless the context otherwise requires:

- (1) Actor means a person accused of sexual assault;
- (2) Intimate parts means the genital area, groin, inner thighs, buttocks, or breasts;
- (3) Past sexual behavior means sexual behavior other than the sexual behavior upon which the sexual assault is alleged;
- (4) Serious personal injury means great bodily injury or disfigurement, extreme mental anguish or mental trauma, pregnancy, disease, or loss or impairment of a sexual or reproductive organ;
- (5) Sexual contact means the intentional touching of the victim's sexual or intimate parts or the intentional touching of the victim's clothing covering the immediate area of the victim's sexual or intimate parts. Sexual contact also means the touching by the victim of the actor's sexual or intimate parts or the clothing covering the immediate area of the actor's sexual or intimate parts when such touching is intentionally caused by the actor. Sexual contact includes only such conduct which can be reasonably construed as being for the purpose of sexual arousal or gratification of either party. Sexual contact also includes the touching of a child with the actor's sexual or intimate parts on any part of the child's body for purposes of sexual abuse by a school employee under section [28-316.01](#) or sexual assault of a child under sections [28-319.01](#) and [28-320.01](#);
- (6) Sexual penetration means sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse, or any intrusion, however slight, of any part of the actor's or victim's body or any object manipulated by the actor into the genital or anal openings of the victim's body which can be reasonably construed as being for nonmedical, non-health, or nonlaw enforcement purposes. Sexual penetration shall not require emission of semen;
- (7) Victim means the person alleging to have been sexually assaulted;
- (8) **Without consent means:**
 - (a)(i) The victim was compelled to submit due to the use of force or threat of force or coercion, or
 - (ii) the victim expressed a lack of consent through words, or
 - (iii) the victim expressed a lack of consent through conduct, or
 - (iv) the consent, if any was actually given, was the result of the actor's deception as to the identity of the actor or the nature or purpose of the act on the part of the actor;
 - (b) The victim need only resist, either verbally or physically, so as to make the victim's refusal to consent genuine and real and so as to reasonably make known to the actor the victim's refusal to consent; and
 - (c) A victim need not resist verbally or physically where it would be useless or futile to do so; and
- (9) Force or threat of force means
 - (a) the use of physical force which overcomes the victim's resistance or

(b) the threat of physical force, express or implied, against the victim or a third person that places the victim in fear of death or in fear of serious personal injury to the victim or a third person where the victim reasonably believes that the actor has the present or future ability to execute the threat.

Chapter 28-311.03. Stalking.

Any person who willfully harasses another person or a family or household member of such person with the intent to injure, terrify, threaten, or intimidate commits the offense of stalking.

Under Nebraska's laws, a person commits the crime of first degree sexual assault of child (the most serious type of statutory rape) by:

Subjecting a child under the age of 12 to sexual penetration when the defendant is over the age of 19, or
Subjecting a child over the age of 12 but under the age of 16 to sexual penetration when the defendant is over the age of 25.

Clery Geography

Geography Definitions from the Clery Act

On-Campus *defined as:* (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property *defined as:* (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution (i.e. privately owned fraternity); or (2) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

The **Non-Campus geography** definition includes buildings or properties under temporary control during institutionally sponsored short-stay-away domestic or international trips for students of more than one night, or buildings or properties under temporary control during institutionally sponsored domestic or international trips for students to repeated locations.

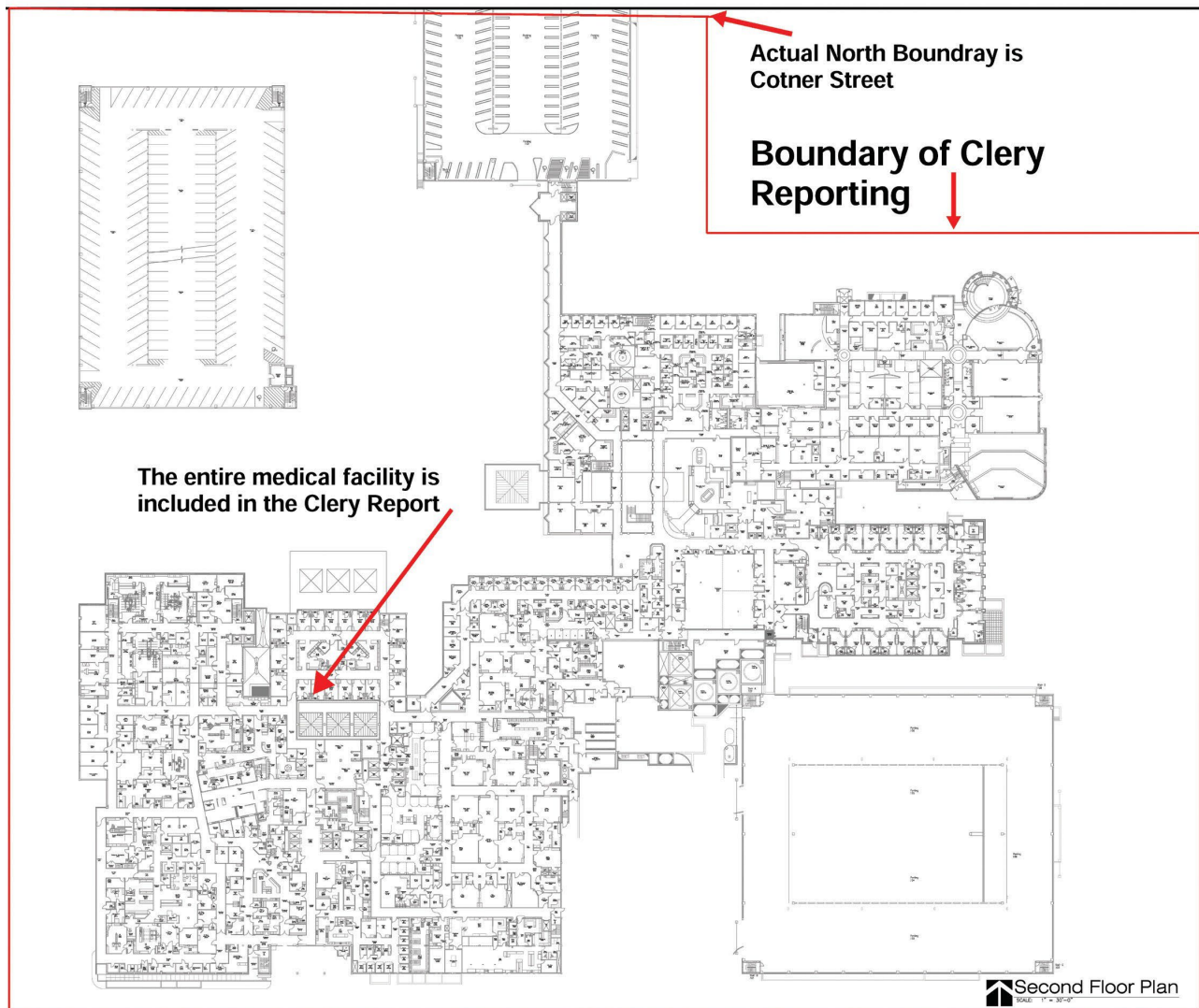
Public Property *defined as:* All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus or on-campus property/facilities. Bryan College of Health Sciences crime statistics do not include crimes that occur in privately-owned homes or businesses within or adjacent to the campus boundaries.

On-Campus Student Housing Facility *defined as:* Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is considered a subset of the On-Campus category. Bryan College of Health Sciences does not have on-campus student housing facilities.

Reasonability Contiguous is defined as: Any building or property an institution owns or controls that is in a location that students consider to be, and treat as, part of the "campus." Bryan College of Health Sciences does not have on-campus student housing facilities, other than our Hastings College Campus.

Bryan Medical Center, Bryan East Campus

Located at 48th and Cotner Blvd. 1600 S. 48th St., Lincoln, NE 68506 402-481-1111



Crime/Emergency Reporting and College Response

Campus community members are encouraged to report all criminal actions, emergencies, suspicious behavior or other public safety related incidents occurring within the College's Clery geography to the Campus Security in an accurate, prompt and timely manner. The College's Clery geography which is the on-campus property as well as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus or immediately adjacent to and accessible from the campus.

Bryan Medical Center Security is Bryan College of Health Sciences' Campus Security (hereafter will be referred to as "Campus Security") has been designated by Bryan College as the official office for campus crime and emergency reporting. Campus Security strongly encourages the accurate and prompt reporting of crimes. Accurate and prompt reporting will ensure Campus Security is able to evaluate, consider and send timely warnings notices, disclose crimes through ongoing disclosure processes such as the posting of crimes in the Daily Crime Log an accurately documenting reportable crimes in its annual statistical disclosure. Bryan College of Health Sciences further encourages accurate and prompt reporting to the Lincoln Police Department when the victim of a crime elects to, or is unable to, make such report.

Campus Security has the primary responsibility for patrolling the Bryan College of Health Sciences campus and it has been designated at the institution primary reporting structure for crimes and emergencies. However, criminal incidents or incidents off campus can be reported to the local Lincoln Police Department. The College has outlined below a list of primary campus security authorities (CSA or preferred receivers) of reports to whom crimes can be reported.

Primary Campus Security Authorities (CSA) or Preferred Receivers of reports:

Lincoln Police Department - Emergency	911
Lincoln Police Department - Non Emergency	402-441-6000
Bryan Medical Center Security Department	402-481-8488 East
Dean of Students/Title IX Coordinator	402-481-3804
Title IX Deputy Coordinator	402-481-8712

Also, and not limited to college officials who have significant responsibility for student and campus activity: this may include student club advisor, academic advisors, academic deans, and students who hold a student assistant job.

Response to Reports

Bryan security services are available 24 hours a day, seven days a week, including holidays. To contact a security officer at the Bryan East Campus, dial extension 18488 from a medical center phone or 402-481-8488 from an off-campus phone. To contact a security officer at Bryan Medical Center West, dial extension 15802 or 402-481-5802.

Responsibilities of the Bryan College of Health Sciences community for their own personal safety and security and the safety and securities of others

Campus safety is every individual's concern and responsibility. The success of the security staff is largely measured by the degree of support and cooperation it receives from the people it serves. All members of the campus community are expected to support the efforts of the Security Officers in developing and maintaining a safe and secure learning environment. Campus Security is managed by the Facilities Management Department of the Bryan Medical Center. The administrative office for Facilities Management is located in the basement of Bryan East Campus. If at any time an employee or a student believes that appropriate security procedures are not being followed, or that the Medical Center/Bryan College of Health Sciences environment is not safe, please call extension 18990 from a medical center phone or 402-481-8990 from an off campus phone to speak to the Director of Facilities Management.

Bryan security is available to escort individuals to/from the medical center or college or to/from their vehicles when requested. Assistance also will be provided to jump start vehicles and inflate tires. Vehicle registration and parking regulations at Bryan Medical Center/Bryan College of Health Sciences are enforced by the Medical Center Security Officers.

Safety Tips

The following safety tips are provided to help reduce the potential for crime:

- Always keep your car, house, apartment, or room locked. Keeping doors open for even short periods of time could affect your personal safety or result in theft or vandalism of your belongings.
- Keep valuables out of sight. If in your house/room, lock them in a safe place. If in car, lock them in your trunk.
- Do not leave purses, books, or backpacks unattended in classrooms, lounges, or in the library. Lockers are available at the College for student use.
- Do not walk, run, or jog alone. This is especially important at night and early in the morning when it is dark and there are few people around.
- Use sidewalks whenever possible and stay in well-traveled and well lighted areas.
- Walk with a purpose. This will show you are confident and are not likely to be an easy victim.
- Let someone know where you are and when you plan to return. If you are missed, someone can look for you.

Voluntary Confidential Reporting

Bryan College of Health Sciences encourages anyone who is the victim or witness of any crime to promptly report the incident to Campus Security or the Local Lincoln Police Department. Campus Security does not have a voluntary confidential reporting process. Campus Security reports are not law enforcement reports, therefore Campus Security cannot hold reports of crime in confidence.

Confidential Reporting

Students may make confidential reports to Pastoral Counselors and/or Professional Counselors. Pastoral Counselors and Professional Counselors when acting in their capacity and function as Bryan College of Health Sciences Counselors do not make identifiable reports of incidents to the Official On-Campus Resources unless the student specifically requests them to do so; however, the College encourages counselors, if and when they deem it appropriate, to inform studies they can report incidents of crime to Campus Security.

Anonymous Reporting

The College will attempt to respond to reports of Prohibited Conduct brought anonymously or brought by third parties not directly involved in the reported conduct, to the greatest extent practical. However, the response to such reports may be limited if information presented in the report cannot be verified by independent facts. The Anonymous Online Reporting form [may be found here](#).

Mandatory Reporting

The College requires all faculty and staff to report incidents of harassment, discrimination, sexual and/or relationship misconduct to the Title IX Coordinator or the Title IX Deputy Title IX Coordinator.

Professional Counselors

Professional Development Counselor

216B; 402-481-3831

Continuum EAP

3401 Village Drive, Suite 210

Lincoln, NE 68516

402-476-0186 or 1-800-755-7636

Pastoral Care

Bryan Health

East Campus - 402-481-3404

West Campus - 402-481-5130

Student Employees and the administration of their job duties, are also considered mandatory reporters. All individuals in the State of Nebraska are mandatory reporters in the child abuse and neglect. Reports of suspected child abuse and neglect must be made to local authorities or the Nebraska Child Abuse and Neglect hotline: 800-652-1999 or <https://dhhs.ne.gov/Pages/Child-Abuse.aspx>.

Statistical Disclosure of Reported Incidents

Incidents report to Campus Security that fall into one of the required reporting classifications as defined by the Clery Act that occur within the College's Clery geography will be disclosed as a statistic in the appropriate crime table within this Annual Security Report.

Reporting a Crime to the Lincoln Police Department

A person reporting a crime to Campus Security has the right to report the crime to the Lincoln Police Department and/or Nebraska State patrol by calling 911. Campus Security regularly discuss the option with the victim of a crime and will assist the victim with that process.

Off Campus Crime

If Campus Security is contacted about criminal activity off-campus involving Bryan College of Health Sciences students, information is shared with the Dean of Students. Students will be notified and maybe subject to an investigation, which may lead to a student code of conduct violation.

Monitoring and Recording Criminal Activity at Non – Campus locations of Student Organizations

The College does not have officially recognized student organizations with off-campus address locations.

Public Safety Authority and Jurisdiction

Public Safety Enforcement Authority

Bryan Security Officers have been authorized by the College to help ensure safety, carry out security duties and assist with enforcing rules and regulations on the campus of the medical center and college. All persons leaving or entering the premises may be checked. Any person on Bryan property may be required to show identification to a security officer or medical center/college personnel. All problems or incidents involving Bryan College of Health Sciences students, will be forwarded to the college's administration for review and action.

Public Safety Arrest Authority

Campus Security personnel are non-sworn security personnel for Bryan Medical Center and have no official powers of arrest authority. Campus Security will summon support from the Lincoln Police Department or other applicable law enforcement entities to affect an arrest on or with in campus owned property.

Public Safety Jurisdiction

Campus Security's Jurisdiction encompasses its Clery geography.

Criminal Background Checks

Bryan College of Health Sciences conducts state and/or federal criminal background investigations as well as The State of Nebraska Adult and Child Abuse Registry check on all incoming students. Any College employee is subject to criminal background check as well as the State of Nebraska Adult and Child Abuse Registry check when hired.

Security of and Access to Campus Facilities

The main door to the Bryan College of Health Sciences is open from 6:00 a.m. to 6:00 p.m., Monday-Friday. The east entrance to the college between rooms 200 and 202 allows for prox. access for students, Monday – Friday 5:40 a.m. to 7:45 p.m., and the north entrance is always locked. These entrances can be opened only by individuals with an authorized badge reader. All Bryan Medical Center main entrances are accessible 24-

7. Main business hours for employees are 8-4:30 p.m. Offices are closed during Holidays.

Security Considerations used in the Maintenance of Campus Facilities

Bryan College of Health Sciences facility and landscaping are maintained in a manner that minimizes hazardous and usage conditions. Proper lighting is a major factor in reducing crime on campus. Facilities Management maintains the college's buildings and grounds with a concern for safety and security. Bryan Security completes campus lighting checks on a nightly basis, and reports outages to Facilities Management. This inspection provides maximum lighting for the public at night. All outages are corrected within 7-10 days or earlier depending on availability of the bulbs required. The campus' overall safety and security program is supplemented by a variety of technological systems including: access control; closed circuit television; emergency phone; and reporting systems.

Campus Security Training

The Safety and Security Manager and Security consultant is primarily responsible for conducting intensive and continuing training for campus security safety officers. Training topics may include criminal law, civil law, federal law, the Clery Act and campus security authority, Title IX, sexual assault, and gender violence response and investigation, trauma informed investigation, public relations, race relations and implicit bias, interpersonal communications, crisis intervention and de-escalation, critical incident response and incident command system, emergency operations, emergency medical training, and all facets of protection of persons and property.

Campus Security's Working Relationship with Other Local and State Law Enforcement Agencies

Campus Security maintains a positive professional relationship with the Lincoln Police Department, as well as with state and federal agencies in matters concerning their specific jurisdiction. Although a written memorandum of understanding does not exist, local police will respond to calls for service to the campus community to investigate alleged criminal offenses. The Lincoln Police Department and Medical Center Security openly exchange information concerning security and crime related matters and continue to maintain a pro-active stance with respect to the welfare of Bryan Medical Center/ Bryan College of Health Sciences and the Lincoln community.

Campus Timely Warning Notices

The Executive Committee of the College in conjunction with Bryan Medical Center Security using their professional judgment will issue a timely warning for any serious incident when it represents a serious or continuing threat to students and employees and enough information is known about the crime to determine what information to release. The primary method of warnings will be through the College email system. The College may also issue timely warnings through posting of flyers around campus, in-class announcements, Bryan College mobile app, public address system, or other appropriate means.

Warnings will generally include the nature of the threat, source of the information, and suggested precautions to be taken. The College would not immediately issue a notification for a serious incident if doing so will compromise efforts to assist a victim, contain the emergency, respond to the emergency or otherwise mitigate the emergency. An example of not compromising efforts to mitigate the emergency might be agreeing to a request of local law enforcement. Whether or not to issue a timely warning will be decided on a case by case basis in light of all the factors surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

Campus Safety Alert Distribution Matrix

Methods	Primary Message Creator	Backup Message Creator	Authority to Approve/Send	Primary Message Sender	Backup Message Sender
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App Notification	Dean of Students or Campus Security	Provost	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Student/Alumni Services Director	Dean of Enrollment Management
Email Notification	Dean of Students or Campus Security	Provost	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Students; or their designee.	Student/Alumni Services Director
Website	Dean of Students	Dean of Enrollment Management	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Posting on Entrance Doors, Lobby Areas	Dean of Students	Student/Alumni Services Director	Dean of Students	Student/Alumni Services Director	Executive Staff
Social Media Platforms	Dean of Students	Dean of Enrollment Management	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Press Release	Director of Advancement	Dean of Students	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Enrollment Management	Dean of Students

Public Safety Notices

A Public Safety Notice may be sent to the campus community for general crime prevention purposes, to inform the community of crimes and/or incidents that are not generally time sensitive or considered to be a continuing threat, but important to be aware of, and/or to inform the campus of incidents occurring on, around, or even off campus that do not meet the requirements or specifications for distribution of a Campus Safety Alert.

A Public Safety notice may be sent to the campus community via the Bryan App, or they may be sent via email to all students and employees on campus. A Public Safety Notice is generally written and distributed to the campus community by the Dean of Students or Campus Security.

Updates to the campus community about any particular case resulting in a Public Safety Notice, when deemed necessary and may be distributed by the Dean of Students or Campus Security as deemed necessary and appropriate.

Daily Crime Log

Campus Security makes the Daily Crime log open to public inspection during normal business hours (typically Monday – Friday from 8:00 a.m.-4:30 p.m., except holidays) by requesting from the Dean of Students. The information in the crime log typically includes the B-Safe incident number, crime classification, date occurred, general location of crime, and disposition of each reported crime.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes/incidents within the college's Clery geography are updated information regarding previously reported crimes are entered onto the Daily Crime log within two business days of when it is reported to Campus Security. It is important to note the Campus Security has no expanded patrol jurisdiction outside of its identified Clery Geography.

Preparation of Annual Disclosure of Crime Statistics and Clery Compliance

Classifying Crime Statistics

The statistics in this brochure are published in accordance with the definitions and many of the standards and guidelines used by the FBI Uniform Crime Reporting (UCR) Handbook, relevant Federal law (the Clery Act), and applicable State law.

Clery Act Reporting

For Clery Act reporting purposes, the number of victims involved in a particular incident is indicated in the statistics column for the following crime classifications: Murder/Non-Negligent Manslaughter, Manslaughter by Negligence, Sex Offenses, and Aggravated Assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart. The number reflected in the statistics for the following crime categories includes one offense per distinct operation: Robbery, Burglary, Larceny, Vandalism, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart. In cases of Motor Vehicle Theft, each vehicle stolen is counted as a statistic. In cases involving Liquor Law, Drug Law, and Illegal Weapons Law violations, the statistics indicate the number of people arrested by law enforcement or referred to the Office of Student Rights and Responsibilities or Human Resources for possible disciplinary action for violations of those specific laws.

Hate crimes are reported in narrative form and are separated by category of prejudice. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense that was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of their bias against the victim's race, sexual orientation, gender, religion, ethnicity, national origin, gender identity, or disability, the assault is then also classified as a hate crime. For Clery Act Purposes, Hate Crimes include any of the following offenses that are motivated by the offender's bias: Murder and Non-negligent Manslaughter, Sexual Offenses (rape, fondling, incest and statutory rape), Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/ Vandalism of Property.

Campus SaVE was signed into law on March 7, 2013, as part of the reauthorization of the Violence Against Women Act (VAWA); it covers students and staff of institutions of higher education and amends the Jeanne Clery Act to include new reporting requirements for Domestic Violence, Dating Violence, and Stalking and additional policy statements and training requirements.

Campus Crime statistics for Bryan College of Health Sciences

Calendar Years 2020-2022

Statistics concerning the occurrence on campus from January 1 to December 31, of the following criminal offenses reported to campus security authorities or local police agencies are as follows:

Type of Offense	On Campus	Non-Campus Building or Property	Public Property	Unfounded by Police
Criminal				
Murder/Non-negligent Manslaughter				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0

Negligent Manslaughter				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Robbery *				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Aggravated Assault				
2020	0	0	0	0
2021	3	0	0	0
2022	0	0	0	0
Burglary *				
2020	1	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Motor Vehicle Theft				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Arson				
2020	0	0	0	0
2022	0	0	0	0
2022	0	0	0	0

* Occurrences do not include theft

Hate Crimes

Hate Crimes may include larceny/theft, simple assault, intimidation, or vandalism.

2020: There were no hate crimes reported in 2020

2021: There were no hate crimes reported in 2021

2022: There were no hate crimes reported in 2022

Type of Offense	On Campus	Non-Campus Building or	Public Property	Unfounded by Police
Sex Offenses				
Forcible				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Non Forcible				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Rape				
2020	0	0	0	0
2021	0	0	0	0
2022	1	0	0	0
Fondling				

2020	2	0	0	0
2021	2	0	0	0
2022	4	0	0	0
Statutory Rape				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Incest				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
VAWA Offenses				
Domestic Violence				
2020	0	0	0	0
2021	1	0	0	0
2022	0	0	0	0
Dating Violence				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Stalking				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
Arrests				
Liquor Law Violations				
2020	0	0	0	0
2021	0	0	0	0
2022	2	0	0	0
Drug Law Violations				
2020	1	0	0	0
2021	0	0	0	0
2022	1	0	0	0
Illegal Weapons Possession				
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0

NOTE: The College made a reasonable and good faith effort to request and retrieve statistics from all local law enforcement agencies with jurisdiction over the College's Clery geography. Reportable Clery crime data received from agencies who responded to these requests are included in the Table Two crime statistics noted above. Not all of these agencies responded to these requests for crime statistics.

Unfounded Crimes

If a Clery Act crime is reported as occurring in any of the College's Clery Act geographic categories and the reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime after a thorough investigative process.

Emergency Response and Evacuation Procedures

Emergency Preparedness

The College's Safety Committee coordinates the emergency and safety procedures on campus. The committee includes faculty, staff, students, and the Medical Center Security. This Committee develops and practices emergency preparedness plans, including disaster response and evacuation. Bryan College of Health Sciences Student Handbook contains information on Weather Alert, Fire Emergency, Bomb Threat,

Active Shooter, and Violent Intruder.

Tornado Protection – DOP.EHS192

Definitions

Tornado Watch – Issued when weather conditions exist that could produce a tornado. A tornado watch may last for several hours.

Tornado Warning – Issued when a tornado has actually been sighted in the area or indicated by radar. At this time, the Civil Defense warning sirens are sounded, and the Nebraska Weather Service broadcasts the emergency messages.

Tornado Watch (announced every 4 hours while watch is in effect):

- **Review** Procedure Tornado Protection – DOP.EHS192 and review your department’s safe areas (see your area tornado map).
 - **Relatively safe areas**, in ascending level of better protection, include:

Not as good	1. Windowless rooms on outside walls
	2. Stairwells without windows or skylights
	3. Interior windowless rooms (no outside walls)
	4. Hospital cafeteria (not the Plaza café)
	5. Center core of the building with no windows
	6. Basement
Best	

In general; the lowest level, most interior space (without windows) you can get to

See your Tornado Safe Area maps

- **Prepare your area;** Place shoes/slippers on the patients bed, close drapes, clear corridors, and plug critical equipment into emergency outlets.
- **Prepare for patient movement or evacuation;** patient care areas (inpatient, outpatient and diagnostic); complete Form #502, *Patient Fire/Tornado/Evacuation Sheet* (obtain online in electronic “Policies and Procedures,” or Invision, or at the back of this guide under the forms tab) and determine level of protection required for patients. Fax to the Incident Command Center
- **Pre-instruct** patients and visitors on our procedures and where safe areas are located.

Tornado Warning (announced overhead)

Tornado Warning will only be announced if it affects the city of Lincoln

- When a warning is issued the Command Center is opened.
- **Move** patients to safe areas according to Form #502, *Patient Fire/Tornado/Evacuation Sheet*.
 - Protect patients who can not be moved from rooms with windows (pillows, blankets, head of bed toward window)
 - Keep medical record with patient
- **Close** doors.
- **Do not** use elevators.
- Patient care providers protect patients and then **seek shelter**.
- All other personnel, not involved in patient care, **move to** a safe area immediately.
- **Please DO NOT** call the switchboard during this time except for emergencies.
- **Stay in the safe area** until “**All Clear**” is announced overhead
 - Do not follow all clear announcements on the radio or TV
 - After returning to your work area, be sure all patients and staff are accounted for.

Active Shooter – EC.A.82

To Implement – Active Shooter will be implemented when a person or persons enter our building or grounds armed with a firearm with the intent to do harm or threatening to do harm to those present or is actively shooting.

- If an armed intruder enters our building the first response will be to protect as many of our patients, visitors and staff as possible. At the same time we will summon help from internal and external resources.
- Your personal response may need to be made in a hurry. Difficult decisions will need to be acted on quickly. Make the best response decisions you can and try to limit the harm inflicted on yourself and those around you.

Notification by observing person/employee

- Make the best decision you can as to order of notifications
- Call "6" (if in a hospital building or a building attached to the hospital)
- Call 9-911 (Medical Center) or 911 if not connected to the switch board
- Notify your Manager or Supervisor, if possible
- Provide this information:
 - The 911 Call say; "This is Bryan Medical Center (give location, plus area) we have an armed intruder in the building, gunshots (not) fired."
 - The "6" Call say; "We have an Active Shooter in the building (provide area), gunshots (not) fired."
 - If possible provide a description of the person(s) and their location

Announcement

- The Telecommunications Operator will announce three times: "**Active Shooter + Location + Do not go near this area, leave the building if safe to do so**".

Personal Response, follow this as a guide; your response may vary depending on the circumstances.

- **Remember ADD, it may add to your chances for survival**
 - **A – Avoid**, the goal is to completely stay away from the armed intruder
 - Do NOT respond to the area of the armed intruder
 - Leave the armed intruders area
 - Help visitors and patients to safe areas
 - Leave the building if possible, unless involved in patient care
 - **D – Deny Access**, the goal is to keep the armed intruder moving and not finding victims
 - Move into a room with a locked door
 - Lock your door, turn off lights, make no noise
 - Barricade doors, make entry as difficult as possible
 - Patient care areas;
 - Block or lock entry doors, including stairwells
 - Close patient doors
 - Stay out of hallways as much as possible
 - If possible place one person in each occupied patient room, close door and block it with everything available
 - Do not come out until the all clear is announced.
 - **D – Defend**, the goal is to survive a face to face encounter with an armed intruder
 - If you can not avoid or deny access, you may have few options, and may include:
 - Play dead among the other victims
 - Fight back, this is very dangerous and may be your last option
 - Use anything handy as a weapon (fire extinguisher, piece of a file cabinet, pen, letter opener, stapler etc.)
 - Follow their directions
 - Make your decision based on what you think is best for the circumstances you are in.

- At this point we can only provide suggestions, you will need to do what you think is best
- **Personal Response to police**
 - The police may not know who is the armed intruder so be prepared to be treated as a suspect until things are sorted out
 - Raise your hands, keep your hands in view
 - Do not brandish weapons when encountering police or exiting the building
 - Ensure that you do not appear to be a threat
 - Follow directions
 - Provide as much information as possible

Violent Intruder (Weapon Involved – Not a Firearm) – EC.A.99

To Implement – A Violent Intruder announcement may be requested when any person is threatening or using a weapon other than a firearm. This could be a blunt object, knife or other object, but NOT a firearm. Do not use Violent Intruder for a situation involving a firearm (Active Shooter) or no weapon (Security Assistance).

- Dial “6” and ask operator to announce “Violent Intruder” and give the specific location of the disturbance
- The Telecommunications Operator will announce three times: **“Violent Intruder, the location, do not go near this area”**.

Intervention – Employees who have been trained and approved to respond to a Violent Intruder may respond to the area and institute the intervention. Other staff; provide the following:

- Stop entry to the area by anyone other than the responders
- Assure the safety of others in the area by removing them from the scene or isolating the perpetrator
- Restraints/seclusion may be used for the protection of the patient and others
- The Administrative Manager may notify police if further assistance is needed
- Have gloves available for personnel who respond
- Assist in collecting potentially harmful objects in the possession of the responders
- Attend to the needs/reassurances of others in the area (other patients, visitors, family members, and staff)

If “Violent Intruder” involves a patient: Other than a patient, Administrative Manager:

- Notify patient’s physician ■ Notify Director of PR if visitor
- Document appropriately in the patient’s chart ■ Notify Director of HR if employee or student

Complete a B-SAFE report

Post “Violent Intruder” – have anyone with injuries be evaluated and treated. The Administrative Manager will initiate a Critical Incident Debriefing as needed.

Bomb Threat – EC.A.25

IF YOU RECEIVE A TELEPHONE BOMB THREAT:

- Do not hang up.
- Indicate to someone else to dial “6” (off sites call 9-911).
- Remain calm. Remember most phone call bomb threats are hoaxes.
- Try to prolong the conversation and get as much information as possible.
- Ask questions listed on the Bomb Threat Checklist located at the back of this Guide, under the FOMS tab.
- Document the call on the checklist. Write directly on the form
- Note what you hear.
 - Are there background noises, such as music, voices, or cars?
 - How does the caller's voice sound? Any accent? What sex? What age? Any unusual words or phrases?
 - Does the caller seem to know about the medical center? How is the bomb location described? Does the caller use a person's name? Does the caller give his/her name?

- When the call is over; person receiving the call reports to the Command Center to relay the information noted on the checklist. Off sites would give the information to the police or fire when they arrive.
- Notify your Manager/Supervisor immediately if it has not already been done.
- Hospital operators will announce: **"Bomb Threat + Location (if known)+ Avoid this area"**

WHEN BOMB THREAT IS NOT A PHONE CALL:

- If a suspicious item or note is found, notify the Administrative Manager and Security immediately
- Handle the items as little as possible
- Do not delete threatening e-mails, print a copy and notify the Administrative Manager
- Administrative Manager will notify Security about the suspicious item or note
- **DO NOT** leave suspicious items unattended until Security arrives.

WHAT TO DO WHEN "BOMB THREAT" IS ANNOUNCED:

- Immediately search your area because you are most familiar with it. Search in three tiers
 First – search floor to waist Second – waist to head
 Third – search head to ceiling Fourth, Above ceiling, if needed
- Let your Manager know results of your search and the Manager will let Command Center know your area is "all clear."
- Once a room has been inspected, place a sticky note on the door to the room, include your name and time
- If directed to evacuate your area, refer to Procedures #EC.A.25, EC.A.31, and your area evacuation procedure.
- An external grounds search will be conducted as directed by the Command Center

ANY TIME YOU FIND A SUSPICIONS PACKAGE OR ITEM, NOTIFY SECURITY

Suspect or Confirmed Bioterrorism Event

- Refer to Procedure # EC.A.32.
- Contact the Administrative Manager by paging 71-2620 at East and 71-1163 at West., if you suspect or hear of a terroristic threat

Fire Emergency – EC.A.35

If you see smoke, smell something burning, or see fire, initiate the fire plan **(R-A-C-E)**

Announced overhead as **"A Fire Alarm has been activated in+ Location + Please avoid this area"**

R – Remove those in immediate danger to a safe area.

A – Alarm

- Activate the nearest **fire pull** station.
- **Call "6"** (off sites call 9-9-1-1) and give:
 - Exact location of fire (room number and building)
 - Your name, and
 - Type of fire (if known).

C – Contain the fire by closing doors to the area of the fire.

- **Close all** doors and windows (even in areas remote from the fire but in the same building).

E –Evacuate if fire or smoke is discovered:

- Evacuate as follows:
 - First, evacuate the area of the fire, adjoining rooms, and rooms above and below.
 - If necessary to leave the area, evacuate horizontally away from the fire through the fire doors into another fire/smoke compartment.
 - Business occupancies should evacuate the building.
 - If needed, evacuate vertically.
 - Use evacuation tools if needed (MedSled, ParaSlyde, Stair Chair)

- Inpatient, outpatient, and diagnostic care areas complete Form #502, *Patient Fire/Tornado/Evacuation Sheet* (obtain from Distribution, online in electronic "Policies and Procedures," or print out from the EMR, also behind the Forms Tab at the back of this guide).
- Elevators may be used if they are working.
- Do not run.
- Follow the evacuation routes and plans outlined in the unit specific fire plan.

E – Or Extinguish, if you can do it safely and you feel comfortable doing so. Use a fire extinguisher by initiating **P-A-S-S**: Do not put yourself in danger to extinguish a fire.

- **P**ull the pin by twisting and pulling (do not have thumb on upper handle or pin will not come out)
- **A**im at the base of the fire (if you hit the fire it is apt to come back on you and cause burns)
- **S**queeze the handle, and
- **S**weep back and forth to suffocate the fire.

The College's emergency response and evacuation procedures are tested on at least an annual basis. Tests may be announced or unannounced. The tests are scheduled, contain drills, contain exercises, contain follow through activities, and are designed for assessment and evaluation of emergency plans and capabilities.

The College publicizes its emergency response and evacuation procedures in conjunction with at least one test per calendar year. Each test is documented, including a description of the exercise, the date, the time, and whether it was announced or unannounced.

Emergency Response

In consult with Bryan Medical Center, the College Safety is responsible for developing emergency response and continuity of operations plans for their areas and staff. The College Safety Committee provides resources and guidance for the development of these plans. Emergencies occurring on campus should be reported to Campus Security by dialing:

- (402) 481-8488 (East Campus) or on-campus extension 1-8488,
- (402)-481-5802 (West Campus) or on-campus extension 1-5802,
- or by dialing 911 for outside emergency responders.

In conjunction with other emergency agencies, the college conducts emergency response drills and exercises each year, such as fire, tornado, and active shooter along with tests of the emergency notification systems on campus. These tests, which may be announced or unannounced are designed to assess and evaluate the emergency plans and capabilities of the institution. After action reviews will be conducted following each test and/or exercise that documents the test/exercise, provides a description for each test/exercise, the date, time, whether the test was announced or unannounced. And an assessment of the lessons learned from the exercise.

Emergency Evacuation Procedures

The purpose of evacuation drills is to prepare Bryan College students, faculty, and staff for an organized evacuation in case of a fire or other emergency. At Bryan College of Health Sciences, evacuation drills are used as a way to educate and train campus community safety measures. Safety measure education and training deliverables are held once a semester during Fall and Spring terms at Bryan College of Health Sciences.

General Evacuation Procedures

At the sound of a fire alarm of you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify campus security or on-campus extension or by dialing 911 for outside emergency responders.

- Remain Calm
- Do NOT use Elevators, Use the Stairs.

- Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform Campus Security or the responding Fire Department of the individual's location.
- Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
- Make sure all personal are out of the building.
- Do not re-enter the building.

Shelter-in-place Procedures-What It Means to "Shelter-in-Place"

College authorities may instruct campus community members to "shelter-in-place" if a condition exists that is potentially life threatening and has an immediate threat to the health and personal safety of the campus community. Immediate threats would include, but not limited to: active shooter incidents, mass acts of violence, tornadoes, terror attacks, or hazardous materials incidents. Thus, to "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside. Community members should remain in a shelter-in-place status until the all-clear is communicated by emergency response personnel via an emergency rapid communications system(s).

Basic "Shelter-in-Place" Guidance

In an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, ID Badge, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest safe location. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place"

A shelter-in-place notification may come from several sources, campus security, a text on your phone, other college employees, local law enforcement or outside emergency services, or other authorities utilizing the College's emergency communication tools.

How to "Shelter-in-Place"

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency protocol.

- If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closets building quickly or follow instructions from emergency personnel on the scene.
- Locate a room to shelter inside. It should be:
 - An interior room;
 - The lower in the building the better; and
 - Without windows or with the least amount of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
- Shut and lock all windows (tighter seal) and close exterior doors.
- Turn off air conditioners, heaters, and fans.
- Make a list of the people with you and ask someone (faculty or staff) to call the list in to Campus Security so they know where you are sheltering. If only students are present, one of the students should call in the list.
- Turn on a radio or TV and listen for further instructions.
- Make yourself comfortable.

Off-Campus Emergencies

Bryan Medical Center Security Department works closely with Lincoln Police Department, including notification of incidents that could imminently impact the safety of Bryan College of Health Sciences. When appropriate, LPD notifies Bryan Medical Center Security Department of off-campus emergencies where the potential of a threat arises that would disrupt the health and safety of students or employees.

Emergency/Immediate Notification

With the assistance of Bryan Medical Center Security Department, and In the event of an emergency or dangerous situation involving an imminent threat to the health or safety of students or employees occurring on campus, the Executive Committee of the College will confirm that there is a significant emergency or dangerous situation. The Executive Committee will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system unless issuing a notification will, in their professional judgment, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. In consultation with Bryan Medical Center Security Department, the Executive Committee will determine the appropriate segment or segments of the campus community to receive a notification; determine the content of the notification; and utilize the College’s mass notification (mobile app alert/or public address) systems to notify the campus community. If necessary, the Executive Committee will disseminate information about an on-campus emergency situation to the larger community by contacting local first responder authorities.

Emergency/Immediate Distribution Matrix

Methods	Primary Message Creator	Backup Message Creator	Authority to Approve/Send	Primary Message Sender	Backup Message Sender
App Notification	Dean of Students or Campus Security	Provost	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Student/Alumni Services Director	Dean of Enrollment Management
Email Notification	Dean of Students or Campus Security	Provost	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Students; or their designee.	Student/Alumni Services Director
Website	Dean of Students	Dean of Enrollment Management	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Posting on Entrance Doors, Lobby Areas	Dean of Students	Student/Alumni Services Director	Dean of Students	Student/Alumni Services Director	Executive Staff
Social Media Platforms	Dean of Students	Dean of Enrollment Management	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Press Release	Director of Advancement	Dean of Students	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Enrollment Management	Dean of Students

Emergency mass Notification System - Testing and Registration

Students, faculty, and staff can register to receive real-time notifications of these emergency events by downloading and logging into the Bryan College of Health Sciences mobile app. This notification system will also be used in the event that an evacuation is required. The mobile app alert system is tested campus wide at least once each year.

Drug and Alcohol Policy and Procedure

Bryan College of Health Sciences is committed to providing a drug and alcohol free educational environment which supports the mission of the College. The College's primary role in dealing with the use or potential use of drugs or alcohol is that of prevention, counseling, and education.

The risks associated with the use of illicit drugs and the abuse of alcohol are numerous and include physical and mental impairment, emotional and psychological deterioration, and devastating effects on family and friends. There are obvious risks, such as being charged with driving under the influence or while intoxicated, and sustaining or causing personal injury. There are a number of less obvious risks associated with alcohol and other drug abuse: poor academic performance; poor job performance; unwanted sexual activity; sexually transmitted diseases, including HIV/AIDS; and jeopardizing future career prospects. In addition, alcohol and drug abuse put the user at considerable health risk, which can include: nausea, vomiting, cancer, liver damage, elevated blood pressure, psychotic episodes, hallucinations and, in some cases death.

It is the policy of the College that the unlawful manufacture, distribution, dispensation, possession, use of a controlled substance, or the purchase, sale, possession, use or consumption of alcohol is strictly prohibited on College premises, extension of the College campus, and at all College-sponsored events and activities on and off campus. A College-sponsored student event is any gathering that is arranged or endorsed by the College, where students are in attendance. Attendance at any school activity, either curricular or extra-curricular, while under the influence of alcohol, shall constitute misconduct, unless prior permission from Bryan College administration has been obtained and the alcohol is sold off campus by a licensed independent vendor via a "cash bar" and only to persons of legal age. Any student or student organization that violates this policy will be subject to disciplinary action up to and including dismissal from the College. Disciplinary sanctions may also include the completion of an appropriate rehabilitation program. Students may be placed on suspension until the required program is completed.

The College reserves the right to notify an appropriate law enforcement agency when violation of the alcohol and drug policy is also a violation of the law.

If there is a reasonable suspicion of alcohol or drug consumption prior to or while in class or at a College-sponsored activity, the student may be removed from the class or activity. If there is a suspicion of drug or alcohol consumption prior to or after reporting to clinical activities, the student will be removed from the clinical setting.

At the discretion of the faculty or College Administrator, the student may be taken to the Health Office for evaluation, which may include alcohol or drug screening test(s).

Reason to suspect impairment and/or withdrawal include personal observations of, but not limited to, the following signs: poor neuromuscular coordination, diaphoresis, tremors, muscle cramps, gastrointestinal cramps/diarrhea, irritability, restlessness, difficulty concentrating, drowsiness, confusion, slurred speech, blurred vision. Acute behavioral changes such as severe mood swings, panic, severe depression, excessive physical activity, difficulty with authority and poorly explained errors, accidents or injuries are reasons to suspect impairment or withdrawal. Signs, behavior changes or other evidence of impairment and/or withdrawal will be documented by program administration, faculty or clinical preceptors and will include dates, times, locations, and names of witnesses.

Reason to suspect substance use disorder can be based on personal observations documented by administration, faculty or clinical preceptors. Documentation of concerns related to attendance (frequent or unexplained tardiness, absences, illnesses;), behavior (see behavior changes above), performance

(underperformance, errors or elaborate excuses), physical signs (see signs above) and use of controlled substances (consistently uses more drugs than colleagues, heavy wastage of drugs, drugs carried outside of clinical area) will include dates, times, locations, and names of witnesses.

Intervention by School

Assessment for Chemical Dependence or Substance Use Disorder

A student is required to complete an assessment for chemical dependence/substance use disorder if a drug screening is positive or based on reason to suspect impairment, withdrawal or substance use disorder. The assessment method must be preapproved by the Dean of Students. The results of the assessment must be provided to the Dean of Students and Program Dean. The student is placed on administrative/medical leave of absence until the assessment results are reviewed by the Dean of Students and Program Dean.

Reentry

A safe return to the program will be facilitated on an individual basis. A student placed on administrative/medical leave of absence for substance use disorder may not be able to reenter the program if reentry is a threat to the student's or patient safety. Readiness for reentry is a collaborative decision of any applicable monitoring/treatment programs, a certified drug and alcohol counselor, the Dean of Students, and the Program Dean.

A reentry contract with conditions to reenter the program will be written and agreed upon by the Dean of Students, Program Dean and affected student prior to return the classroom or clinical activities. A reentry contract is required for a student placed on administrative/medical leave of absence for assessment and/or treatment of chemical dependence or substance use disorder. Conditions likely will include evaluation by a certified drug and alcohol counselor, successful completion of a rehabilitation program if recommended, compliance with any follow-up care such as taking prescribed naltrexone or participating in a 12-step program, and participation in a monitoring program with random drug testing at the student's expense, with results reported to the Dean of Students. The student is required to comply with all conditions of any monitoring contract the student has entered into with a state licensing authority. Additional conditions may be included in the reentry contract on a case by case basis.

Drug Violations can render students ineligible for federal student aid.

If you or someone you know is having difficulties because of alcohol or substance abuse, please seek assistance. The College and the Lincoln community include individuals and agencies with the resources to help. Professional Development Services (Mel Stutzman, 402-481-3831) or Continuum EAP (402-476-0186) are resources that can provide information and access to counseling, treatment, support groups and rehabilitation programs.

City and State Laws on Violations and Penalties for Abuse of Alcohol and Drugs

Liquor/Alcohol

Sale to minors and incompetents; prohibited. (53-180.)

No person shall sell, give away, dispose of, exchange, or deliver, or permit the sale, gift, or procuring of any alcoholic liquors, to or for any minor or to any person who is mentally incompetent.

Minor misrepresenting age; unlawful. (53-180.01.)

No minor shall obtain, or attempt to obtain, alcoholic liquor by misrepresentation of age, or by any other method, in any tavern or other place where alcoholic liquor is sold.

Prohibited acts relating to minors and incompetents; violations; penalties; possible alcohol overdose; actions authorized; false identification; penalty; law enforcement agency; duties. (53-180.05)

(1) Except as provided in subsection (2) of this section, any person who violates section [53-180](#) shall be guilty of a Class I misdemeanor.

(2) Any person who knowingly and intentionally violates section [53-180](#) shall be guilty of a Class IIIA felony and serve a mandatory minimum of at least thirty days' imprisonment as part of any sentence he or she receives if serious bodily injury or death to any person resulted and was proximately caused by a minor's (a) consumption of

the alcoholic liquor provided or (b) impaired condition which, in whole or in part, can be attributed to the alcoholic liquor provided.

(3) Any person who violates any of the provisions of section [53-180.01](#) or [53-180.03](#) shall be guilty of a Class III misdemeanor.

(4)(a) Except as otherwise provided in subdivisions (b), (c), and (d) of this subsection, any person older than eighteen years of age and under the age of twenty-one years violating section [53-180.02](#) is guilty of a Class III misdemeanor.

(b) Subdivision (a) of this subsection shall not apply if the person:

(i) Made a good faith request for emergency medical assistance in response to the possible alcohol overdose of himself or herself or another person as soon as the emergency situation is apparent after such violation of section [53-180.02](#);

(ii) Made the request for medical assistance under subdivision (b)(i) of this subsection as soon as the emergency situation is apparent after such violation of section [53-180.02](#); and

(iii) When emergency medical assistance was requested for the possible alcohol overdose of another person:

(A) Remained on the scene until the medical assistance arrived; and

(B) Cooperated with medical assistance and law enforcement personnel.

(c) The exception from criminal liability provided in subdivision (b) of this subsection applies to any person who makes a request for emergency medical assistance and complies with the requirements of subdivision (b) of this subsection.

(d) Subdivision (a) of this subsection shall not apply to the person experiencing a possible alcohol overdose if a request for emergency medical assistance in response to such possible alcohol overdose was made by another person in compliance with subdivision (b) of this subsection.

(e) A person shall not initiate or maintain an action against a peace officer or the employing state agency or political subdivision based on the officer's compliance with subdivision (b), (c), or (d) of this subsection.

(5) Any person eighteen years of age or younger violating section [53-180.02](#) is guilty of a misdemeanor as provided in section [53-181](#) and shall be punished as provided in such section.

(6) Any person who knowingly manufactures, creates, or alters any form of identification for the purpose of sale or delivery of such form of identification to a person under the age of twenty-one years shall be guilty of a Class I misdemeanor. For purposes of this subsection, form of identification means any card, paper, or legal document that may be used to establish the age of the person named thereon for the purpose of purchasing alcoholic liquor.

(7) When a minor is arrested for a violation of sections [53-180](#) to [53-180.02](#) or subsection (6) of this section, the law enforcement agency employing the arresting peace officer shall make a reasonable attempt to notify such minor's parent or guardian of the arrest.

Minor; prohibited acts; exception; governing bodies; powers. (53-180.02.)

The governing bodies of counties, cities, and villages shall have the power to, and may by applicable resolution or ordinance, regulate, suppress, and control the transportation, consumption, or knowing possession of or having under his or her control beer or other alcoholic liquor in or transported by any motor vehicle, by any person under twenty-one years of age, and may provide penalties for violations of such resolution or ordinance.

Consumption of liquor on public property; forbidden; exceptions; license authorized. (53-186.)

1. Except as provided in subsection (2) of this section, it shall be unlawful for any person to consume alcoholic liquor upon property owned or controlled by the state or any governmental subdivision thereof unless authorized by the governing bodies having jurisdiction over such property.
2. The commission may issue licenses for the sale of alcoholic liquor at retail (a) on lands owned by public power districts, public power and irrigation districts, the Bureau of Reclamation, or the Corps of Army Engineers or (b) for locations within or on structures on land owned by the state, cities, or villages or on lands controlled by airport authorities. The issuance of a license under this subsection shall be subject to the consent of the local governing body having jurisdiction over the site for which the license is requested as provided in the Nebraska Liquor Control Act.

Consumption of liquor in public places; license required; exception; violations; penalty. (53-186.01.)

1. It shall be unlawful for any person owning, operating, managing, or conducting any dance hall, restaurant, cafe, or club or any place open to the general public to permit or allow any person to consume alcoholic liquor upon the premises except as permitted by a license issued for such premises pursuant to the Nebraska Liquor Control Act.
2. It shall be unlawful for any person to consume alcoholic liquor in any dance hall, restaurant, cafe, or club or any place open to the general public except as permitted by a license issued for such premises pursuant to the act.
3. This section shall not apply to a retail licensee while lawfully engaged in the catering of alcoholic beverages.
4. Any person violating subsection (1) of this section shall, upon conviction thereof, be subject to the penalties contained in section 53-1,100.
5. Any person violating subsection (2) of this section shall be guilty of a Class III misdemeanor.

Controlled Substances

Prohibited acts; violations; penalties. (28-416.)

1. Except as authorized by the Uniform Controlled Substances Act, it shall be unlawful for any person knowingly or intentionally:
 - (a) To manufacture, distribute, deliver, dispense, or possess with intent to manufacture, distribute, deliver, or dispense a controlled substance; or
 - (b) to create, distribute, or possess with intent to distribute a counterfeit controlled substance.
2. Except as provided in subsections (4), (5), (7), (8), (9), and (10) of this section, any person who violates subsection (1) of this section with respect to:
 - (a) A controlled substance classified in Schedule I, II, or III of section 28-405 which is an exceptionally hazardous drug shall be guilty of a Class II felony;
 - (b) any other controlled substance classified in Schedule I, II, or III of section 28-405 shall be guilty of a Class III felony; or (c) a controlled substance classified in Schedule IV or V of section 28-405 shall be guilty of a Class IIIA felony.
3. A person knowingly or intentionally possessing a controlled substance, except marijuana, unless such substance was obtained directly or pursuant to a medical order issued by a practitioner authorized to prescribe while acting in the course of his or her professional practice, or except as otherwise authorized by the act, shall be guilty of a Class IV felony.
4. (a) Except as authorized by the Uniform Controlled Substances Act, any person eighteen years of age or older who knowingly or intentionally manufactures, distributes, delivers, dispenses, or possesses with intent to manufacture, distribute, deliver, or dispense a controlled substance or a counterfeit controlled substance
 - (i) to a person under the age of eighteen years,
 - (ii) in, on, or within one thousand feet of the real property comprising a public or private elementary, vocational, or secondary school, a community college, a public or private college, junior college, or university, or a playground, or
 - (iii) within one hundred feet of a public or private youth center, public swimming pool, or video arcade facility shall be punished by the next higher penalty classification than the penalty prescribed in subsection (2), (7), (8), (9), or (10) of this section, depending upon the controlled substance involved, for the first violation and for a second or subsequent violation shall be punished by the next higher penalty classification than that prescribed for a first violation of this subsection, but in no event shall such person be punished by a penalty greater than a Class IB felony.(b) For purposes of this subsection:
 - (i) Playground shall mean any outdoor facility, including any parking lot appurtenant to the facility, intended for recreation, open to the public, and with any portion containing three or more apparatus intended for the recreation of children, including sliding boards, swingsets, and teeterboards:
 - (ii) Video arcade facility shall mean any facility legally accessible to persons under eighteen years of age, intended primarily for the use of pinball and video machines for amusement, and containing a minimum of ten pinball or video machines: and
 - (iii) Youth center shall mean any recreational facility or gymnasium, including any parking lot

appurtenant to the facility or gymnasium, intended primarily for use by persons under eighteen years of age which regularly provides athletic, civic, or cultural activities.

5. (a) Except as authorized by the Uniform Controlled Substances Act, it shall be unlawful for any person eighteen years of age or older to knowingly and intentionally employ, hire, use, cause, persuade, coax, induce, entice, seduce, or coerce any person under the age of eighteen years to manufacture, transport, distribute, carry, deliver, dispense, prepare for delivery, offer for delivery, or possess with intent to do the same a controlled substance or a counterfeit controlled substance.
(b) Except as authorized by the Uniform Controlled Substances Act, it shall be unlawful for any person eighteen years of age or older to knowingly and intentionally employ, hire, use, cause, persuade, coax, induce, entice, seduce, or coerce any person under the age of eighteen years to aid and abet any person in the manufacture, transportation, distribution, carrying, delivery, dispensing, preparation for delivery, offering for delivery, or possession with intent to do the same of a controlled substance or a counterfeit controlled substance.
(c) Any person who violates subdivision (a) or (b) of this subsection shall be punished by the next higher penalty classification than the penalty prescribed in subsection (2), (7), (8), (9), or (10) of this section, depending upon the controlled substance involved, for the first violation and for a second or subsequent violation shall be punished by the next higher penalty classification than that prescribed for a first violation of this subsection, but in no event shall such person be punished by a penalty greater than a Class IB felony.
6. It shall not be a defense to prosecution for violation of subsection (4) or (5) of this section that the defendant did not know the age of the person through whom the defendant violated such subsection.
7. Any person who violates subsection (1) of this section with respect to cocaine or any mixture or substance containing a detectable amount of cocaine in a quantity of:
 - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
 - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or
 - (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
8. Any person who violates subsection (1) of this section with respect to base cocaine (crack) or any mixture or substance containing a detectable amount of base cocaine in a quantity of:
 - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
 - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or
 - (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
9. Any person who violates subsection (1) of this section with respect to heroin or any mixture or substance containing a detectable amount of heroin in a quantity of:
 - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
 - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or
 - (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
10. Any person who violates subsection (1) of this section with respect to amphetamine, its salts, optical isomers, and salts of its isomers, or with respect to methamphetamine, its salts, optical isomers, and salts of its isomers, in a quantity of;
 - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
 - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or
 - (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
11. Any person knowingly or intentionally possessing marijuana weighing more than one ounce but not more than one pound shall be guilty of a Class III misdemeanor.
12. Any person knowingly or intentionally possessing marijuana weighing more than one pound shall be guilty of a Class IV felony.
13. Any person knowingly or intentionally possessing marijuana weighing one ounce or less shall:
 - (a) For the first offense, be guilty of an infraction, receive a citation, be fined three hundred dollars, and be assigned to attend a course as prescribed in section 29-433 if the judge determines that attending such course is in the best interest of the individual defendant;
 - (b) For the second offense, be guilty of a Class IV misdemeanor, receive a citation, and be fined four hundred dollars and may be imprisoned not to exceed five days; and
 - (c) For the third and all subsequent offenses, be guilty of a Class IIIA misdemeanor, receive a citation, be fined five hundred dollars, and be imprisoned not to exceed seven days.
14. Any person convicted of violating this section, if placed on probation, shall, as a condition of probation, satisfactorily attend and complete appropriate treatment and counseling on drug abuse provided by a

program authorized under the Nebraska Behavioral Health Services Act or other licensed drug treatment facility.

15. Any person convicted of violating this section, if sentenced to the Department of Correctional Services, shall attend appropriate treatment and counseling on drug abuse.
16. Any person knowingly or intentionally possessing a firearm while in violation of subsection (1) of this section shall be punished by the next higher penalty classification than the penalty prescribed in subsection (2), (7), (8), (9), or (10) of this section, but in no event shall such person be punished by a penalty greater than a Class IB felony.
17. A person knowingly or intentionally in possession of money used or intended to be used to facilitate a violation of subsection (1) of this section shall be guilty of a Class IV felony.

Unlawful acts; violations; penalty. (28-417.)

1. It shall be unlawful for any person:
 - (g) To be under the influence of any controlled substance for a purpose other than the treatment of a sickness or injury as prescribed or administered by a practitioner. In a prosecution under this subdivision, it shall not be necessary for the state to prove that the accused was under the influence of any specific controlled substance, but it shall be sufficient for a conviction under this subdivision for the state to prove that the accused was under the influence of some controlled substance by proving that the accused did manifest physical and physiological symptoms or reactions caused by the use of any controlled substance.
2. Any person who violates this section shall be guilty of a Class III misdemeanor.

Intentional violations; penalty. (28-418.)

1. It shall be unlawful for any person knowingly or intentionally:
 - (a) Who is a registrant to distribute a controlled substance classified in Schedule I or II of section 28-405 in the course of his or her legitimate business except pursuant to an order form as required by section 28-413;
 - (b) To use in the course of the manufacture or distribution of a controlled substance a registration number which is fictitious, revoked, suspended, or issued to another person;
 - (c) To acquire or obtain or to attempt to acquire or obtain possession of a controlled substance by theft, misrepresentation, fraud, forgery, deception, or subterfuge;
2. Any person who violates this section shall be guilty of a Class IV felony.

Inhaling or drinking certain intoxicating substances; unlawful. (28-419.)

No person shall breathe, inhale, or drink any compound, liquid, or chemical containing acetate, acetone, benzene, butyl alcohol, cyclohexanone, ethyl acetate, ethyl alcohol, ethylene dichloride, ethylene trichloride, hexane, isopropanol, isopropyl alcohol, methyl alcohol, methyl cellosolve acetate, methyl ethyl ketone, methyl isobutyl ketone, pentachlorophenol, petroleum ether, toluene, toluol, trichloroathane, trichloroethylene, or any other substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes, For the purposes of sections 28-419 to 28-424, any such condition so induced shall be deemed an intoxicated condition.

Selling or offering for sale certain compounds; use; knowledge of seller unlawful. (28-420.)

No person shall knowingly sell or offer for sale, deliver or give to any person any compound, liquid or chemical or any other substance which will induce an intoxicated condition as defined in section 28-419. when the seller, offerer or deliverer knows or has reason to know that such compound is intended for use to induce such condition.

Violations; penalty. (28-424.)

Any person who violates any provision of section 28-419, 28-420, 28-422, or 28-423 shall be guilty of a Class III misdemeanor.

Additional penalties. (28-427.)

Any penalty imposed for violation of the Uniform Controlled Substances Act shall be in addition to, and not in lieu of, any civil or administrative penalty or sanction authorized by law. A conviction or acquittal under federal law or the law of another state having a substantially similar law shall be a bar to prosecution in this state for the same

act. If any person is convicted for violation of the Uniform Controlled Substances Act, in addition to any penalty imposed by the court, the court may order that such person make restitution to any law enforcement agency for reasonable expenditures made in the purchase of any controlled substances from such person or his or her agent as part of the investigation leading to such conviction.

Drug paraphernalia; use or possession; unlawful; penalty. (28-441.)

1. It shall be unlawful for any person to use, or to possess with intent to use, drug paraphernalia to manufacture, inject, ingest, inhale, or otherwise introduce into the human body a controlled substance in violation of sections 28-101, 28-431. and 28-439 to 28-444.
2. Any person who violates this section shall be guilty of an infraction.

Drug paraphernalia; deliver or manufacture; unlawful; exception; penalty. (28-442.)

1. It shall be unlawful for any person to deliver, possess with intent to deliver, or manufacture with intent to deliver, drug paraphernalia, knowing, or under circumstances in which one reasonably should know, that it will be used to manufacture, inject, ingest, or inhale or otherwise be used to introduce into the human body a controlled substance in violation of sections 28-101, 28-431. and 28-439 to 28-444.
2. This section shall not apply to pharmacists who sell hypodermic syringes or needles for the prevention of the spread of infectious diseases.
3. Any person who violates this section shall be guilty of a Class II misdemeanor.

Delivery of drug paraphernalia to a minor; penalty. (28-443.)

Any person eighteen years of age or older who violates section 28-442 by delivering drug paraphernalia to a person under eighteen years of age who is at least three years his or her junior shall be guilty of a Class I misdemeanor.

Imitation controlled substance; prohibited acts; determination; penalties; seizure. (28-445.)

1. Any person who knowingly and intentionally manufactures, distributes, delivers, or possesses with intent to distribute or deliver an imitation controlled substance shall:
 - (a) For the first offense, be guilty of a Class III misdemeanor; and
 - (b) For the second and all subsequent offenses, be guilty of a Class II misdemeanor.

**Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil,
Schedule I Substances**

<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p>First Offense: Not less than 10 yrs., or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual</p> <p>Second Offense: Not more than 20 yrs., or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million of other than an individual.</p>
<p>Marijuana 100-999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: Not more than 20 years. If death or serious bodily injury, not less than 20 yrs, or more than life. Fine \$ 1 million if an individual, \$5 million if other than an individual.</p>
<p>Hashish More than 10 kilograms</p>	
<p>Hashish Oil More than 1 kilogram</p>	<p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
<p>Marijuana</p>	

Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight 1 to 49 marijuana plants)	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1million if other than an individual.
Hashish 10 kilograms or less	Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than an individual.
Hashish Oil 1 kilogram or less	

NOTE: Bryan College of Health Sciences complies with the Drug-Free School and Communities Act Amendments of 1989 (Public Law 101-226) through the publication of the Alcohol and Drugs Policy and other written materials distributed annually to students and employees.

Drug Free Schools and Communities Act (DFSCA) Compliance

Bryan College of Health Science's Drug and Alcohol Abuse Prevention is emailed to all employees and all students at the beginning of the fall academic semester.

Information related to alcohol and other drug use can be found in the Bryan College Student Handbook. Additional alcohol and drug policies, standards of conduct, applicable disciplinary sanctions, health risks, counseling, processes, goals, and objectives can be found on the Bryan College of Health Sciences website. The biennial report, developed in accordance with the Drug Free Schools and Communities Act (DFSCA) of 1989, can be also obtained by contacting the Dean of Students Office.

- Contact the Dean of Students Office by dialing (402) 481-3804 or on-campus extension 3804, or in person at Bryan College Health Sciences, East Campus Office 233.

Violence Against Women (VAWA) Reauthorization

Sexual Misconduct Policies, Services, Resources, and Protocols

Bryan College of Health Sciences prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the college community. Toward that end, BCHS issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on our off campus when it is reported to a College official.

Federal Clery Acts of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- Domestic Violence:
 - A Felony or misdemeanor crime of violence committed by-
 - A current or former spouse or intimate partner of the victim;
 - A person with who the victim shares a child in common;
 - A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or

- Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime or violence occurred.
 - For the purposes of complying with the requirements of the section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Definition of a Crime of Violence:** According to Section 16 of Title 18 of the United States Code, the term "crime of violence" means:
 - An offense that has an element of the use, attempted use, or threatened use of physical force against the person or property of another; or,
 - Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.
- **Dating violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate relationship between the persons involved in the relationship.
 - The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - For the purposes of this definition-
 - Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - Dating violence does not include acts covered under the definition of domestic violence.
 - For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purpose of Clery Act reporting.
- **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
 - Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
 - Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.
- **Stalking:**
 - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - A) Fear for the person's safety or the safety of others; or,
 - B) Suffer substantial emotional distress.
 - ii. For purposes of this definition—
 - **Course of conduct** means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device,

or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

- **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

iii. For the purposes of complying with the requirements of this section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Nebraska State Laws/Definitions of VAWA Crimes (<https://nebraskalegislature.gov>)

Chapter 79-2,140. Dating Violence.

For purposes of the Lindsay Ann Burke Act, unless the context otherwise requires:

- (1) Dating partner means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious, or long-term;
- (2) Dating violence means a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse, to control his or her dating partner;
- (3) Department means the State Department of Education; and
- (4) School district has the same meaning as in section 79-101.

Chapter 28-323. Domestic assault; penalties.

- (1) A person commits the offense of domestic assault in the third degree if he or she:
 - (a) Intentionally and knowingly causes bodily injury to his or her intimate partner;
 - (b) Threatens an intimate partner with imminent bodily injury; or
 - (c) Threatens an intimate partner in a menacing manner
- (2) A person commits the offense of domestic assault in the second degree if he or she intentionally and knowingly causes bodily injury to his or her intimate partner with a dangerous instrument.
- (3) A person commits the offense of domestic assault in the first degree if he or she intentionally and knowingly causes serious bodily injury to his or her intimate partner.
- (4) Violation of subdivision (1)(a) or (b) of this section is a Class I misdemeanor, except that for any subsequent violation of subdivision (1)(a) or (b) of this section, any person so offending is guilty of a Class IIIA felony.
- (5) Violation of subdivision (1)(c) of this section is a Class I misdemeanor.
- (6) Violation of subsection (2) of this section is a Class IIIA felony, except that for any second or subsequent violation of such subsection, any person so offending is guilty of a Class IIA felony.
- (7) Violation of subsection (3) of this section is a Class IIA felony, except that for any second or subsequent violation under such subsection, any person so offending is guilty of a Class II felony.
- (8) For purposes of this section, intimate partner means a spouse; a former spouse; persons who have a child in common whether or not they have been married or lived together at any time; and persons who are or were involved in a dating relationship. For purposes of this subsection, dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement, but does not include a casual relationship or an ordinary association between persons in a business or social context.

Chapter 28-318. Sexual Assault and Consent

As used in sections [28-317](#) to [28-322.05](#), unless the context otherwise requires:

- (1) Actor means a person accused of sexual assault;
- (2) Intimate parts means the genital area, groin, inner thighs, buttocks, or breasts;
- (3) Past sexual behavior means sexual behavior other than the sexual behavior upon which the sexual assault is alleged;

- (4) Serious personal injury means great bodily injury or disfigurement, extreme mental anguish or mental trauma, pregnancy, disease, or loss or impairment of a sexual or reproductive organ;
- (5) Sexual contact means the intentional touching of the victim's sexual or intimate parts or the intentional touching of the victim's clothing covering the immediate area of the victim's sexual or intimate parts. Sexual contact also means the touching by the victim of the actor's sexual or intimate parts or the clothing covering the immediate area of the actor's sexual or intimate parts when such touching is intentionally caused by the actor. Sexual contact includes only such conduct which can be reasonably construed as being for the purpose of sexual arousal or gratification of either party. Sexual contact also includes the touching of a child with the actor's sexual or intimate parts on any part of the child's body for purposes of sexual abuse by a school employee under section [28-316.01](#) or sexual assault of a child under sections [28-319.01](#) and [28-320.01](#);
- (6) Sexual penetration means sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse, or any intrusion, however slight, of any part of the actor's or victim's body or any object manipulated by the actor into the genital or anal openings of the victim's body which can be reasonably construed as being for nonmedical, non-health, or nonlaw enforcement purposes. Sexual penetration shall not require emission of semen;
- (7) Victim means the person alleging to have been sexually assaulted;
- (8) **Without consent means:**
- (a)(i) The victim was compelled to submit due to the use of force or threat of force or coercion, or
 - (ii) the victim expressed a lack of consent through words, or
 - (iii) the victim expressed a lack of consent through conduct, or
 - (iv) the consent, if any was actually given, was the result of the actor's deception as to the identity of the actor or the nature or purpose of the act on the part of the actor;
- (b) The victim need only resist, either verbally or physically, so as to make the victim's refusal to consent genuine and real and so as to reasonably make known to the actor the victim's refusal to consent; and
- (c) A victim need not resist verbally or physically where it would be useless or futile to do so; and
- (g) Force or threat of force means
- (a) the use of physical force which overcomes the victim's resistance or
 - (b) the threat of physical force, express or implied, against the victim or a third person that places the victim in fear of death or in fear of serious personal injury to the victim or a third person where the victim reasonably believes that the actor has the present or future ability to execute the threat.

Chapter 28-311.03. Stalking.

Any person who willfully harasses another person or a family or household member of such person with the intent to injure, terrify, threaten, or intimidate commits the offense of stalking.

Bryan College's Definition of Consent as it relates to Sexual Activity is as follows:

Consent: For purposes of this policy, consent means words or actions demonstrating a knowing and voluntary agreement to engage in mutually agreed upon sexual activity. Consent cannot be coerced, obtained by force, by ignoring or acting in spite of the objections of another, or by taking advantage of the incapacitation of another. In the case of drugs, alcohol, or other impairing substances, incapacitation is determined by how the person's decision-making ability is affected and the ability of the person to make informed judgments. The relevant standard for review is whether the person alleged to have engaged in sexual misconduct knew, or a sober, reasonable person in the same position should have known, that the complainant was incapacitated. Consent to one form of activity is not consent to another. Consent can be withdrawn at any time. Incident specific consent is required even if the two partners are in a relationship.

How to be an Active Bystander

Bystander Intervention involves safe and positive options that may be carried out to prevent harm or intervene when there is a risk of harm such as dating violence, domestic violence, sexual assault, or stalking. Bystander Intervention refers to finding a way to safely intervene in potentially dangerous situations. The

bystander needs to: notice that an event is taking place, identify the event as some form of emergency, take responsibility for helping, decide on the appropriate helping response, and implement that response.

Bystander Intervention techniques include:

- **Direct:** Step in and address the situation directly. This might look like saying, "That's not cool. You need to stop." or "You need to leave them alone." This technique tends to work better when the person that you're trying to stop is someone that knows and trusts you. It does not work well when drugs or alcohol are being used because someone's ability to have a conversation with you about what is going on may be impaired, and they are more likely to become defensive
- **Distract:** Distract either person in the situation to intervene. You might say, "Aren't you in one of my classes?" or "Who wants to go get pizza?" This technique is especially useful when drugs or alcohol are being used because people under the influence are more easily distracted than those that are sober.
- **Delegate:** Find others who can help you to intervene in the situation. Asking a friend to distract one person in the situation while you distract the other or, asking someone to go sit with them and talk, or going and starting a dance party in the middle of their conversation. If you didn't know either person in the situation, you could also ask around to see if someone else does and check in with them. See if they can go talk to their friend, text their friend to check in, or intervene.
- **Delay:** At times you may not be able to do something right in the moment. For example, if you're feeling unsafe or if you're unsure whether or not someone in the situation is feeling unsafe. In this case, you can combine a distraction technique by asking the person to use the bathroom with you or go get a drink with you to separate them from the person that they are talking with. Then asking "Are you okay?" or "How can I help you get out of this situation?" You could also text the person, either in the situation or after you see them leave and ask, "Are you okay?" or "Do you need help?"

All College constituents have the responsibility to look out for one another. Making the choice to intervene is always the right thing to do. If you see something, say something! Don't hesitate to call 911 if you are concerned for someone's safety.

Risk Reduction

The following risk reduction strategies have been adapted from the Rape, Abuse, and Incest National Network at www.rainn.org and Love is Respect at www.loveisrespect.org.

- **Go to a social gathering go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Know where you are and who is around you.
- **Don't leave your drink unattended while dancing, talking, or using the restroom.** If you have left your drink unattended get a new one. At parties do not drink from the punch bowl or other large common open containers.
- **Don't accept drinks from people you don't know or trust.** If you do accept a drink, go with the person to the bar to order it and carry it yourself.
- **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately by calling 911.
- **Don't allow yourself to be isolated** with someone you don't know.
- **Watch out for your friends, and vice versa.** If a friend appears way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to safe place immediately.

If you are in an uncomfortable or scary situation:

- **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
- **Be true to yourself.** Don't feel obligated to do anything you don't want to do. Do what feels right to you and what you are comfortable with.

- **Have a code word with your friends or family.** If you feel uncomfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be.
- **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around you might be able to help you?
- **If you or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The College engages in intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

BCHS educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students that:

- Clearly communicate that the institution prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act);
- Provide the definitions of domestic violence, dating violence, sexual assault, and stalking according to an applicable jurisdictional definitions of these terms;
- Define consent and describe what behaviors and actions constitute consent, in reference to sexual activity as defined by the student and employee codes of conduct;
- Provide a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- Provide information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence;
- Provide an overview of information contained in the Annual Security and Fire Safety Report in compliance with the Clery Act;
- Provide information regarding:
 - procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, or stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this Annual Report);
 - how the institution will protect the confidentiality of victims and other necessary parties (as described in "Assistance for Victims: Rights and Options" elsewhere in this Annual Report);
 - existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both in the institution and in the community (as described in "Assistance for Victims: Rights and Options" elsewhere in this Annual Report); and

- options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this Annual Report);
- procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking

Primary Prevention and Awareness Programs

The College provides primary prevention and awareness programs to all incoming students and employees that involves the distribution of educational materials to new students, participating in and presenting information and material during new student and employee orientations, providing programs by invitation at staff meetings or academic programs, and requiring incoming first-year students to take online courses related to high risk drinking awareness and education. These training include:

- Clearly articulated statements that the College prohibits the crimes of domestic violence, dating violence, sexual assault and stalking;
- The Federal and State definitions of domestic violence, dating violence, sexual assault and stalking;
- The College and State definitions of consent;
- A description of safe and positive options for bystander intervention;
- Information on specific risk strategies.

Ongoing Prevention and Awareness Campaigns

The College provides an annual educational campaign for all students and employees designed to provide ongoing education and programming around issues of sexual violence – including sexual assault, domestic violence, dating violence, and stalking. Campaign strategies employed include face-to-face presentations, online training programs, printed materials, self-defense programming, tabling displays and related lectures. The college additionally provides educational/information “snack and learn” information sessions on Clery Act-specific policies and crime reporting practices, along with information related to the Department of Education’s Office of Civil Rights Title IX Guidance.

Procedures Victims Should Follow If a Crime of Domestic Violence, Dating Violence, Sexual Assault, or Stalking Occurs

The College encourages any person who has a concern regarding alleged Prohibited Conduct to report it to the Title IX Coordinator (Dean of Students) as soon after the incident as possible. However, there is no time limit on when an incident may be reported to the Title IX Coordinator or other College administrator. Complaints may be made by the following methods:

- Title IX Coordinator/Dean of Students: Dr. Alethea Stovall; 402-481-3804, alethea.stovall@bryanhealthcollege.edu;
- Deputy Director to Title IX: Dr. Sue Pilker, 402-481-8712, sue.pilker@bryanhealthcollege.edu;
- Mental Health Practitioner: Mel Stutzman, 402-481-3831, mel.stutzman@bryanhealthcollege.edu;
- College Health Nurse: Jeannine Neihardt, 402-481-8468, Jeannine.Neihardt@bryanhealthcollege.edu;
- College Health Nurse: Melinda White, 402-481-8468, Melinda.white@bryanhealthcollege.edu;

The Title IX Coordinator will begin an initial assessment within five (5) calendar days of receiving the complaint unless there are mitigating circumstances. The first step of the assessment will usually be a preliminary meeting with the complainant. The purpose of the preliminary meeting is to gain a basic understanding of the nature and circumstances of the report. It is not intended to be a full review. At this meeting the complaint will be provided with any additional necessary information about resources, procedural options, and Supportive Measures.

Involvement of Law Enforcement and Campus Authorities

Primary Campus Security Authorities (CSA) or Preferred Receivers of reports:

Lincoln Police Department - Emergency	911
Lincoln Police Department - Non Emergency	402-441-6000
Bryan Medical Center Security Department	402-481-8488 East 402-481-5802 West

Dean of Operations
Dean of Students/Title IX Coordinator
Title IX Deputy Coordinator

402-481-3967
402-481-3804
402-481-8712

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

If you have been the victim of domestic violence, dating violence, sexual assault, and stalking, you should report the incident promptly to the Title IX Coordinator/Dean of Students (East Campus, Office 233; phone: 402-481-3804). By calling, writing or coming into the office to report in person. Reports of all domestic violence, dating violence, sexual assault, and stalking made to Campus Safety will automatically be referred to the Title IX Coordinator for review. The Title IX Coordinator is not a confidential reporting entity and is required to report criminal incidents to Public Safety.

Procedures the College Will Follow When A Crime of Domestic Violence, Dating Violence, Sexual Assault, or Stalking is Reported

The College has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their rights to file criminal charges; as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, and other services on and/or off-campus; as well as additional remedies to prevent contact between a complainant and an accused party, such as academic accommodations, if reasonably available.

Procedures in Initiating and Investigating a Complaint of Prohibited Conduct

All proceedings will include prompt, fair, and impartial processes from the initial investigation to the final result, and will be completed within a reasonably prompt timeframe as described below. The College will provide written notice to the parties where extensions of timeframes are granted for good cause, and the reason for the extension. Proceedings will be conducted in a manner that is consistent with College policy and transparent to the parties, timely notice of meetings will be provided to the parties, the parties will have equal access to any information that will be used during the meetings and other proceedings, and College officials involved will not have a conflict of interest or bias for or against any party.

All proceedings will be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct procedures that protect the safety of the victims and promote accountability. Training includes, but is not limited to, topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest.

The complainant and respondent are entitled to the same opportunities to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. The College will not limit the choice of advisor or the advisor's presence for either party.

Both the complainant and the respondent will be simultaneously informed, in writing: a) of the outcome of any College disciplinary proceeding that arises from an allegation of Prohibited Conduct; b) of the College's procedures for the complainant and respondent to appeal the results of the College disciplinary proceeding; c) of any change to the results that occurs prior to the time that such results become final; and d) when such results become final.

Facilitated Anonymous Reporting Through Professional Counselors Privileged and Confidential Communication

***Professional Counselors**

Professional, licensed counselors who provide mental-health counseling to members of the College community are not required to report any information about the incident to the Title IX Coordinator without a client's permission. There are currently no procedures to encourage professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

***Non-professional Counselors and Advocates**

Individuals who work in the on-campus Professional Development Services and Health and Wellness Services, and Bryan Medical Center, Employee Health can generally talk to a client without revealing any personally identifying information about an incident to the College. A client can seek assistance and support from these individuals without triggering a College investigation that could reveal the client's identity or that the client has disclosed the incident.

While maintaining a client's confidentiality, these individuals or their office should report the nature, date, time, and general location of an incident to the Title IX Coordinator. This limited report, which includes no information that would directly or indirectly identify the client, helps keep the Title IX Coordinator informed of the general extent and nature of sexual violence on and off campus so the coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the client to ensure that no personally identifying details are shared with the Title IX Coordinator. These individuals or their office will also report the nature, date, time and general location of an incident (but not the identity of the client, unless necessary to promote safety) to the Security Department so that the report can be included in the College's crime statistics.

A client who speaks to a professional or non-professional counselor or advocate must understand that, if the client wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

These counselors and advocates will assist the client in receiving necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health, or mental health services, and changes to working or course schedules. A client who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the client with assistance if the client wishes to do so.

Anonymous Online Reporting

The College will attempt to respond to reports of Prohibited Conduct brought anonymously or brought by third parties not directly involved in the reported conduct, to the greatest extent practical. However, the response to such reports may be limited if information presented in the report cannot be verified by independent facts. The Anonymous Online Reporting form [may be found here](#).

Professional Counselors

BCHS Mental Health Practitioner

Mel Stutzman

Bryan College of Health Sciences
Office 216b 402-481-3831

Continuum EAP

1135 M Street, Suite 400
Lincoln, NE 68508

402-476-0186 or 1-800-755-7636

Pastoral Care

Bryan Health
East Campus - 402-481-3404

Non-professional Counselors and Advocates

Health and Wellness Services

Melinda White & Jeannine Neihardt
Bryan College of Health Sciences
Office 214b 402-481-8468

Employee Health Services

Bryan Health
East Campus

Anonymous Reporting to Law Enforcement:

There are options to report a sexual assault or other crimes to law enforcement anonymously. These processes vary depending on the police department receiving the report. Please note, law enforcement may be limited in their ability to respond to anonymous reports. Lincoln Police Department:

- To make an anonymous report of sexual assault to the Lincoln Police Department, visit <https://www.lincoln.ne.gov/City/Departments/Police/Services/Report-Sex-Assault-Anonymously> or call (402) 441-3866. Individuals can choose to report as much information as they would like.
- Victims who choose to receive a forensic examination by a sexual assault nurse examiner may request that the evidence be collected anonymously, meaning they can choose whether to report their name and other information to law enforcement.

Employee Assistance Program

Bryan College of Health Sciences provides Continuum Employee Assistance Program (EAP) for use by students and employees. The Continuum EAP is available to provide students and employees with such problems as sexual or physical abuse, depression, marital and relationship conflict, stress, grief, critical incident stress, anxiety, and other personal matters. All students and employees, regardless of performance, are eligible. The contact number of the Continuum EAP is listed above

Assistance for Victims – Rights and Options

Counselors and advocates will assist the individual in receiving necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health, or mental health services, and changes to working or course schedules. An individual who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the individual with assistance if the individual wishes to do so.

Accommodations and Protective measures available for Victims

Bryan College of Health Sciences takes strong responsive action to protect the safety of an individual. The Title IX coordinator is responsible in gathering sensitive information dealing with sexual misconduct. In every report of sexual misconduct, the Title IX Coordinator will conduct a Title IX inquiry. At the conclusion of the Title IX inquiry, in consideration of the Complainant's wishes and the safety of the campus community, the report may be referred for supportive measures and/or a Title IX Complaint may be filed. Supportive measures address a Complainant's safety and well-being and continued access to educational and employment opportunities. Protective measures involve action against a respondent.

Confidentiality

The College is committed to fair and prompt procedures to investigate and adjudicate reports of sexual misconduct and to the education of the College community about the importance of responding to all forms of sexual misconduct. Special emphasis is placed on the rights, needs, and privacy of the student with a complaint, as well as the rights of the accused while adhering to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct. The College strives to create an environment which encourages students to come forward if they feel they have been the victim of sexual misconduct. While the College strives to protect the confidentiality of both complainant and respondent, complete confidentiality cannot be guaranteed. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, but its ability to do so may be limited based on the nature of the request. The College must balance the needs of the individual student with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident and individual circumstances, further action may be necessary including a campus security alert, timely warning and/or notification of local law enforcement. Personally identifying information about complainants will not, however, be released in campus security alerts or timely warnings.

Victims may request that directory information on file with the College be withheld by request. This request can be made to the Registrar's Office in person or by calling (402) 481-8718. Regardless of whether a victim has

opted out of allowing the College to share “directory information,” personally identifiable information (PII) about the victim and other necessary parties will be treated as confidential and only shared with person who have a specific need to know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

ON- and OFF-Campus Services for Victims

Professional, licensed counselors who provide mental-health counseling to members of the College community are not required to report any information about the incident to the Title IX Coordinator without a individual's permission. There are currently no procedures to encourage professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Following is the contact information for these individuals:

- BCHS Mental Health Practitioner Mel Stutzman Bryan College of Health Sciences Office 216b 402-481-3831
- Continuum EAP 3401 Village Drive, Suite 210, Lincoln, NE 68516 402-476-0186 or 1-800-755-7636
- Pastoral Care Bryan Health East Campus - 402-481-3404 West Campus – 402-481-5130

Individuals who work in the on-campus Professional Development Services and Health and Wellness Services, and Bryan Medical Center, Employee Health can generally talk to an individual without revealing any personally identifying information about an incident to the College. An individual can seek assistance and support from these individuals without triggering a College investigation that could reveal the individual's identity or that the individual has disclosed the incident.

Following is contact information for these non-professional counselors and advocates:

- Health and Wellness Services Melinda White & Jeannine Neihardt; Bryan College of Health Sciences Office 208 402-481-8468
- Employee Health Services Bryan Health East Campus West Campus 402-481-8622

Title IX Coordinator:

- Alethea Stovall, Dean of Students, 1535 S. 52nd St., office #233, Lincoln, NE 68506, 402-481-3804 or alethea.stovall@bryanhealth.org

Deputy Title IX Coordinator:

- Sue Pilker, Assistant Dean of Undergraduate Nursing 1535 S. 52nd St., office #321, Lincoln, NE 68506, 402-481-8712 or sue.pilker@bryanhealth.org

Adjudication of Violations

All proceedings will include prompt, fair, and impartial processes from the initial investigation to the final result, and will be completed within a reasonably prompt timeframe as described below. The College will provide written notice to the parties where extensions of timeframes are granted for good cause, and the reason for the extension. Proceedings will be conducted in a manner that is consistent with College policy and transparent to the parties, timely notice of meetings will be provided to the parties, the parties will have equal access to any information that will be used during the meetings and other proceedings, and College officials involved will not have a conflict of interest or bias for or against any party. All proceedings will be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct procedures that protect the safety of the victims and promote accountability. Training includes, but is not limited to, topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest. The complainant and respondent are entitled to the same opportunities to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. The College will not limit the choice of advisor or the advisor's presence for either party. Both the complainant and the respondent will be

simultaneously informed, in writing: a) of the outcome of any College disciplinary proceeding that arises from an allegation of Prohibited Conduct; b) of the College's procedures for the complainant and respondent to appeal the results of the College disciplinary proceeding; c) of any change to the results 94 that occurs prior to the time that such results become final; and d) when such results become final.

If the victim does not wish to pursue resolution

If the complainant declines to move forward with the complaint process, the Title IX Coordinator will explain to the complainant that there may be circumstances in which the College is unable to abide by requests for confidentiality or inaction. In certain circumstances the College may decide that it needs to investigate the complainant's allegations and to take appropriate responsive measures even where the complainant does not wish to pursue a complaint against the respondent or has decided to withdraw a pending complaint. Additionally, the complainant may request that the investigation be stopped at any time. The College and/or the Title IX Coordinator will determine whether the investigation can be stopped, or whether, due to countervailing concerns of campus safety, it is unable to honor the complainant's request to stop the investigation.

Student and Employee Disciplinary Proceedings utilized in Cases of Alleged Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Organizational Behavior

Student groups are subject to the conduct expectations detailed throughout this policy. Any behavior, patterns of behavior, or information suggesting patterns of behavior that creates or contributes to the creation of hostile environment, retaliation, discrimination, or harassment will be investigated and could result in organizational and/or individual charges.

Any member of the College community may bring allegations against a student group/organization for violation of the Sexual Harassment/Interpersonal Violence Policy. The College will conduct a preliminary investigation into an incident.

An investigation will be conducted to determine if the allegations have merit and have met the threshold (defined below) to move forward with charges. The Title IX Coordinator or Deputy Title IX Coordinator may confer with the student group/organization's advisor(s), and/or other faculty and staff with a relationship to the student group/organization to solicit advice and recommendations regarding the case. Ultimately, the College is responsible for determining if the organization and/or individuals will be charged and the process for adjudication. All sections of this policy apply to groups and organizations.

Statement on Privacy

To protect the integrity of the investigation, complainants, respondents, witnesses, affected parties and advisors shall not, except as specifically permitted below, disclose any information discussed or revealed during the investigation while the investigation and adjudication process is still pending, other than to the investigator, and/or a confidential resource such as their mental health counselor or attorney (who also must not disclose such information), or a nonattorney advisor (who also must not disclose such information).

Investigation of Reports of Sexual Misconduct Not Covered Under Title IX Grievance Process

Conduct that does not meet this strict definition for Title IX Sexual Harassment is still prohibited by this policy if it otherwise constitutes Prohibited Conduct as defined in this policy.

If it appears based upon initial review or upon information gathered during an investigation that the matter does not satisfy and/or no longer satisfies Title IX process, the College will, as required by the May 2020 Title IX regulations, dismiss the matter for purposes of the Title IX Sexual Harassment process, and will transfer it for handling under the Non-Title IX Prohibited Conduct procedures outlined below or under other College procedures, as deemed appropriate by College. Investigation and resolution of a matter that does not fall within the definition of Title IX Sexual Harassment may be pursued, dismissed altogether, or transferred to another College process, as deemed appropriate in the College's discretion and/or as appropriate under applicable law.

Interim Measures and Supportive Measures Overview

It is not necessary to file a complaint, participate in an adjudication process, or file a criminal complaint in order to request Supportive Measures from the College. Supportive measures are non-disciplinary, non-

punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to College's education programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter Prohibited Conduct.

Types of Interim and Supportive Measures

Supportive measures are non-disciplinary, non-punitive supports, and accommodations that are designed to preserve access to education programs and activities. Supportive Measures are reasonably available without fee or charge, and without unreasonably burdening the other party.

Supportive Measures may include but are not limited to:

- No Contact Orders restricting encounters and communications between the parties;
- No Trespass Notices prohibiting the presence of an individual on College property, or other properties on which College programs are occurring;
- Academic accommodations, including but not limited to deadline extensions, incompletes, course changes or late drops, or other course-related adjustments and arrangements as appropriate;
- Changing transportation or working situations arrangements or providing other employment accommodations, and/or leaves of absence, as appropriate;
- Assisting the individual in accessing support services, including, as available, victim advocacy, academic support, counseling, confidential resources, disability, health or mental health services, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable;
- increased security and monitoring of certain areas of the campus;
- campus escort services; and/or
- Informing the individual of the right to report a crime to local law enforcement and/or seek orders of protection, restraining orders, or relief from abuse orders, and providing assistance if the individual wishes to do so. The College will also work with complainants and others as appropriate to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate.

Informal Resolution for Sexual Misconduct Grievance Process

The following steps apply exclusively to the investigation and resolution of reports of conduct that, if proved, would constitute Prohibited Conduct under this policy but that would not fall within the definition of **Title IX Sexual Harassment** provided above.

Investigating the Complaint

Following the initial meeting between the complainant and the Title IX Coordinator, the complaint will be investigated by the Title IX Coordinator. If the complainant has declined to proceed with the complaint process, then the matter will be pursued only after consideration of the factors set forth in Section B.2 Conducting the Initial Assessment of this policy. The purpose of this investigation is to determine whether good cause exists to proceed with either informal or formal resolution of the complaint and shall be completed within thirty (30) calendar days. Failure to comply with the investigator's requests may result in disciplinary action.

Notification of the Respondent

A respondent will be notified when the College seeks action that would impact a respondent, such as protective measures that restrict the respondent's movement on campus, the initiation of an investigation or the decision to involve the respondent in the informal resolution process.

The Title IX Coordinator shall notify the respondent, in writing, of the complaint, advise the respondent of the need for confidentiality, and instruct the respondent to not engage in any retaliatory behavior. The notice to the respondent will also include a summary of the allegations, the possible sanctions, and a brief description of the facts presented to support the allegations. For all allegations which could result in dismissal, the notice will include this possibility and will specify that dismissal prevents any future readmission to the College.

Both the complainant and the respondent will be given a copy of this policy.

Both the complainant and the respondent may provide information relevant to the complaint, including the names of any witnesses, to the Title IX Coordinator. In addition to interviewing the complainant and the respondent, the investigator will make reasonable attempts to contact and interview all of the individuals who are identified as witnesses with information relevant to the allegations of harassment or sexual misconduct.

The Title IX Coordinator's investigation will determine whether there is good cause to proceed to informal or formal resolution of the complaint. In order to make this determination, the investigator shall consider the record as a whole, including the nature of the alleged conduct and the context in which it occurred, and determine whether it is more likely than not that this policy has been violated.

The Title IX Coordinator will promptly investigate and prepare a confidential investigation report within thirty (30) calendar days of receiving the complaint, unless an extension of time is necessary in order to conduct a thorough and accurate investigation. If an extension of time is required, the Title IX Coordinator will provide written notification of the revised date for completing the investigation concurrently to both parties.

Preponderance of The Evidence Standard

In the event that the investigation report concludes that it is more likely than not that this policy has been violated, the complainant may proceed with either informal resolution or formal resolution. The Title IX Coordinator will provide information regarding these processes to the complainant. In the event that the complainant elects not to move forward with the complaint at this stage, the College reserves the right to pursue the complaint in accordance with the formal resolution process.

Finding of No Preponderance of The Evidence Standard

In the event that the investigation report concludes that it is not more likely than not that this policy has been violated, the complaint will be dismissed. The complainant may, however, appeal the determination of no good cause to the College President. A complainant who wishes to file an appeal must file a petition no later than ten (10) calendar days from delivery of the complainant of the investigation report. An appeal petition shall consist of a detailed written statement specifying the precise grounds for appeal and indicate with precision the supporting facts, and shall be signed by the complainant.

The College President will consider the appeal petition and the investigation report to determine whether the original complaint is supported by the preponderance of the evidence standard within five (5) days of receiving the appeal petition. If the College President concludes that it is more likely than not that this policy has been violated, the President will inform both parties concurrently in writing of his/her decision, with a copy to the Title IX Coordinator. The Title IX Coordinator will then meet with the complainant to discuss the complainant's options for pursuing his/her complaint. Alternatively, if the President concurs with the Title IX Coordinator's determination that the complaint is not supported by the Preponderance of The Evidence Standard, the complaint will be dismissed, and no further action will be taken with respect to the complaint. The decision of the College President regarding whether a complaint demonstrates good cause is final and is not subject to appeal.

Resolution Process

Informal Resolution Procedure

Informal resolution is a process through which a complaint may be resolved promptly and discreetly, through communication, education and/or mutual agreement.

Participating in the informal resolution process is optional and voluntary by the parties. The parties can end the informal process at any time and stop the proceedings or begin the formal resolution process. The goal of informal resolution is to resolve concerns at the earliest stage possible, with the cooperation of the parties involved.

The Title IX Coordinator will meet separately with both the complainant and the respondent to gather any additional information regarding the conduct alleged. The Title IX Coordinator will identify and recommend an appropriate sanction to address the respondent's conduct. The proposed finding of responsibility and sanction

recommendation will be concurrently communicated in writing to both the complainant and the respondent. The complainant and the respondent will then have the opportunity to either accept or reject the proposed resolution.

If the matter is resolved informally to the satisfaction of all parties, the parties will document their acceptance in writing, and the informal resolution process will terminate, the sanctions (if any) will be imposed, and no further appeal shall be available to either party. The Title IX Coordinator will maintain a record of the complaint and its resolution.

If either party rejects the proposed resolution, the informal resolution process will terminate, and the complainant or the College will have the right to pursue the complaint through the formal resolution process. Upon the conclusion of the informal resolution process, the Title IX Coordinator will meet with the complainant to advise the complainant regarding the formal resolution process. If the complainant chooses to pursue the formal resolution process, he/she shall notify the Title IX Coordinator of this intention within five (5) days of terminating the informal resolution process. The College reserves the right to pursue the complaint in the event that the complainant declines to take further action.

In the interim between the conclusion of the informal resolution and the initiation of the formal resolution processes, the Title IX Coordinator may implement or extend interim protective measures, as appropriate.

Formal Resolution for Sexual Misconduct Grievance Process

The non-Title IX formal resolution process at Bryan College of Health Sciences involves a Formal Appeal Panel review. The panel review is comprised of members of the College's Executive Committee and the program dean/director.

The following panel review procedures regarding presentation of evidence will be in effect:

If either party intends to present forensic evidence, a trained forensic examiner must be present and available to testify regarding the nature of the evidence. No witness or exhibit may be presented if the identity of the witness or a copy of the exhibit was not submitted to the other party by the established deadline.

A party shall not have the right to question another party directly; however, each party may submit proposed questions to the Formal Appeal Panel members to ask of the other party if the Formal Appeal Panel members determine, at their sole discretion, that the proposed questions are designed to elicit relevant information. The Formal Appeal Panel may also independently question the parties and witnesses in order to acquire additional information about the complaint.

Evidence of the Complainant's sexual behavior or history may not be presented unless the behavior or history:

- was between the complainant and the respondent
- is offered for the purpose of showing that the act or acts charged were not committed by the respondent is evidence of an occurrence or occurrences of sexual behavior so distinctive and so closely resembling the respondent's account of the alleged encounter with the complainant as to tend to establish that the complainant consented to the act or acts charged
- Sexual behavior otherwise admissible under this section may only be proved by evidence of specific acts and may not be proved by reputation or opinion. Until a determination is made under this section that specific evidence is admissible, no reference to the complainant's alleged sexual behavior or history shall be made in the presence of the committee, and no evidence of this behavior or history shall be introduced at any time during the hearing.

The Formal Appeal Panel will use the preponderance of the evidence standard to resolve the complaint. Decisions made by the Formal Appeal Panel are final pending the right to request an appeal based on new evidence or violation of due process.

Title IX Student & Employee Grievance Process (includes cases of Sexual Assault, Dating Violence, Domestic Violence, and Stalking)

Sexual Harassment/Interpersonal Violence Policy Statement

This policy covers all Bryan College of Health Sciences students, regardless of sexual orientation, gender identity or expression, including part-time and full-time students, in all degree seeking and certificate programs and students-at-large. This policy also applies to the College's administrators, faculty, staff, visitors, and applicants for employment or admission. The College prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for purposes of the Clery Act. It is important to note: If an employee is either the respondent or complainant, Bryan Medical Center Human Resources or designee, will be consulted throughout the entirety of the Interpersonal Violence Process as discussed.

The disciplinary process for sexual misconduct will be available to a student with a complaint and enforced against a person found to have engaged in the behavior. Students engaged in Prohibited Conduct may also be subject to criminal and civil procedures at state and/or federal levels. The College is committed to fair and prompt procedures to investigate and adjudicate reports of sexual misconduct and to the education of the College community about the importance of responding to all forms of sexual misconduct. Special emphasis is placed on the rights, needs, and privacy of the student with a complaint, as well as the rights of the accused while adhering to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

The College strives to create an environment which encourages students to come forward if they feel they have been the victim of sexual misconduct. While the College strives to protect the confidentiality of both complainant and respondent, complete confidentiality cannot be guaranteed. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, but its ability to do so may be limited based on the nature of the request. The College must balance the needs of the individual student with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident and individual circumstances, further action may be necessary including a campus security alert, timely warning and/or notification of local law enforcement. Personally identifying information about complainants will not, however, be released in campus security alerts or timely warnings.

Reasonable steps will be taken to protect the complainant, the respondent and other participants in the reporting, investigation, and resolution process from retaliation. Any individual who engages in retaliation will be subject to prompt and appropriate disciplinary action under this policy.

Inquiries about sexual harassment and/or interpersonal violence need not begin with a formal complaint, nor do they necessarily result in a complaint. Inquiries can be made without disclosing specific details such as names and places. Inquiries are appropriate whether sexual harassment or interpersonal violence has just begun or the complainant has already made efforts to resolve the problem him/herself. Any activity perceived as sexual harassment or interpersonal violence should be reported to the College's Title IX Compliance Coordinator: Dr. Alethea Stovall, Dean of Students, who is identified and authorized as the Title IX Coordinator and is responsible for coordinating the College's efforts to comply with Title IX, or a member of the College's administration, for investigation and action.

A complaint of alleged sexual harassment or interpersonal violence may not always be able to be substantiated, but the lack of corroborating evidence should not discourage an individual from seeking relief through procedures outlined in this policy. However, it is a violation of the policy to falsely and in bad faith accuse faculty, staff or students of sexual harassment or interpersonal violence.

The College encourages individuals who have experienced Prohibited Conduct and/or complainants to talk to somebody about what happened so they can get the support they need, and so the College can respond appropriately. Different employees on campus have different abilities to maintain a person's confidentiality.

Notice of Allegations for Title IX Grievance Process

The following steps apply exclusively to the investigation and resolution of reports of conduct that, if proved, would constitute Prohibited Conduct under this policy but that would not fall within the definition of **Title IX Sexual Harassment** provided above.

Investigating the Complaint

Following the initial meeting between the complainant and the Title IX Coordinator, the complaint will be investigated by the Title IX Coordinator. If the complainant has declined to proceed with the complaint process, then the matter will be pursued only after consideration of the factors set forth in Section B.2 Conducting the Initial Assessment of this policy. The purpose of this investigation is to determine whether good cause exists to proceed with either informal or formal resolution of the complaint and shall be completed within thirty (30) calendar days. Failure to comply with the investigator's requests may result in disciplinary action.

Notification of the Respondent

A respondent will be notified when the College seeks action that would impact a respondent, such as protective measures that restrict the respondent's movement on campus, the initiation of an investigation or the decision to involve the respondent in the informal resolution process.

The Title IX Coordinator shall notify the respondent, in writing, of the complaint, advise the respondent of the need for confidentiality, and instruct the respondent to not engage in any retaliatory behavior. The notice to the respondent will also include a summary of the allegations, the possible sanctions, and a brief description of the facts presented to support the allegations. For all allegations which could result in dismissal, the notice will include this possibility and will specify that dismissal prevents any future readmission to the College.

Both the complainant and the respondent will be given a copy of this policy.

Both the complainant and the respondent may provide information relevant to the complaint, including the names of any witnesses, to the Title IX Coordinator. In addition to interviewing the complainant and the respondent, the investigator will make reasonable attempts to contact and interview all of the individuals who are identified as witnesses with information relevant to the allegations of harassment or sexual misconduct.

The Title IX Coordinator's investigation will determine whether there is good cause to proceed to informal or formal resolution of the complaint. In order to make this determination, the investigator shall consider the record as a whole, including the nature of the alleged conduct and the context in which it occurred, and determine whether it is more likely than not that this policy has been violated.

The Title IX Coordinator will promptly investigate and prepare a confidential investigation report within thirty (30) calendar days of receiving the complaint, unless an extension of time is necessary in order to conduct a thorough and accurate investigation. If an extension of time is required, the Title IX Coordinator will provide written notification of the revised date for completing the investigation concurrently to both parties.

Preponderance of The Evidence Standard

In the event that the investigation report concludes that it is more likely than not that this policy has been violated, the complainant may proceed with either informal resolution or formal resolution. The Title IX Coordinator will provide information regarding these processes to the complainant. In the event that the complainant elects not to move forward with the complaint at this stage, the College reserves the right to pursue the complaint in accordance with the formal resolution process.

Finding of No Preponderance of The Evidence Standard

In the event that the investigation report concludes that it is not more likely than not that this policy has been violated, the complaint will be dismissed. The complainant may, however, appeal the determination of no good cause to the College President. A complainant who wishes to file an appeal must file a petition no later than ten (10) calendar days from delivery of the complainant of the investigation report. An appeal petition shall consist of a detailed written statement specifying the precise grounds for appeal and indicate with precision the supporting facts, and shall be signed by the complainant.

The College President will consider the appeal petition and the investigation report to determine whether the original complaint is supported by the preponderance of the evidence standard within five (5) days of receiving the appeal petition. If the College President concludes that it is more likely than not that this policy has been violated, the President will inform both parties concurrently in writing of his/her decision, with a copy to the Title IX Coordinator. The Title IX Coordinator will then meet with the complainant to discuss the complainant's options for pursuing his/her complaint. Alternatively, if the President concurs with the Title IX Coordinator's

determination that the complaint is not supported by the Preponderance of The Evidence Standard, the complaint will be dismissed, and no further action will be taken with respect to the complaint. The decision of the College President regarding whether a complaint demonstrates good cause is final and is not subject to appeal.

Dismissal of Formal Complaint for Title IX Grievance Process

Even if the initial allegations of a matter fall within the definition of **Title IX Sexual Harassment**, the College may (but is not required to) dismiss a formal complaint or any allegations therein if at any time during the investigation or resolution process:

- A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
- The respondent is no longer enrolled at or employed by the College; or
- Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Consolidation of Formal Complaints for Title IX Grievance Process

The College may consolidate formal complaints as to allegations of **Title IX Sexual Harassment** against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of such **Title IX Sexual Harassment** arise out of the same facts or circumstances. Where a grievance process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

Investigation of Formal Complaint for Title IX Grievance Process

The Title IX Coordinator or designee will appoint an investigator or investigators (referred to here in the singular as "investigator" for the sake of convenience), who may be College employees or outside investigators, to investigate a complaint. The College will provide notice to the parties of the identity of the investigator. If a party believes that an investigator has a bias against or for complainants or respondents generally or them particularly as a party, or a conflict of interest, the party may submit a written objection to the Title IX Coordinator that outlines the basis for their objection to the investigator's service. The Title IX Coordinator will make a decision on such objections, and will appoint any alternate investigator, and follow this process as necessary, until an investigator is selected to conduct the investigation.

The investigator will conduct a thorough fact-finding investigation. The investigation will usually include meetings with the complainant and the respondent separately, as well as witnesses who may have material information about the events that are the basis of the complaint. The investigator may also collect and examine any physical evidence or documents, emails, text messages, etc. that may be relevant to the events in question. At any time during the investigation, the complainant and respondent may provide written statements or other supporting materials that may be helpful to the investigator.

The complainant and respondent are entitled to be accompanied by an advisor of their choice whenever meeting with the investigator. Advisors can confer privately with their advisee, but cannot question the process nor address the investigator. The parties will be given periodic status updates throughout the investigation.

To protect the integrity of the investigation, complainants, respondents, witnesses, affected parties and advisors shall not, except as specifically permitted below, disclose any information discussed or revealed during the investigation while the investigation and adjudication process is still pending, other than to the investigator, and/or a confidential resource such as their mental health counselor or attorney (who also must not disclose such information), or a non-attorney advisor (who also must not disclose such information).

The College will endeavor to complete the investigation portion of the process within 90 days of issuing a notice of investigation as described above, but this may be extended at the College's discretion due to factors such as the complexity of the matter, the availability of witnesses, requests by a law enforcement agency for a temporary delay in the investigation process, including, College breaks, and other legitimate reasons.

The following general investigation-related provisions are applicable only to the investigation of matters that fall within the definition of **Title IX Sexual Harassment**, as required by 2020 Title IX regulations. In such matters, the following provisions will apply:

- Parties' equal opportunity to present witnesses may include evidence from fact and expert witnesses; and
- Parties are not restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence; and
- Parties whose participation is invited or expected will receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

Live Hearings for Title IX Grievance Process

Live hearings will be provided in **Title IX Sexual Harassment** matters, as required by the May 2020 Title IX regulations.

Hearing Officers

Hearings will be presided over by a hearing officer, who will make the decision as to whether or not the respondent violated the policy provisions at issue. This decision will be made using the preponderance of the evidence standard, which means that a policy violation will only be found if the evidence establishes that it is more likely than not that the violation occurred. The hearing officer has broad authority to determine the process, timing and conduct of a hearing. For example, the hearing officer will determine the order of presentation, timing and overall duration of the hearing, what information and evidence will be heard, what information and questions are relevant to the determination of the matter, and what cross-examination questions will or will not be permitted.

Hearing officers will be appointed by the Title IX Coordinator. In selecting a hearing officer for a particular matter, the Title IX Coordinator will take care to select an individual who does not have a conflict of interest or bias against complainants or respondents generally or an individual complainant or respondent. The College will notify the parties of the identity of the hearing officer in advance of the hearing, and parties may, within 3 calendar days of such notice, object to the service of the hearing officer by providing a written statement (which may be transmitted electronically) as to why the party believes that the hearing officer has a conflict of interest or bias. The Title IX Coordinator or designee will make decisions regarding such objections and the appointment of an alternate hearing officer, as necessary.

Advisors

Each party may have an advisor of their choice present at a hearing for the limited purpose of conducting cross-examination on behalf of that party. Advisors may be, but are not required to be, attorneys. If a party does not have an advisor of their choice present at a hearing, the College will without fee or charge to the party provide an advisor of the College's choice, again for the limited purpose of conducting cross-examination on behalf of that party. No later than 10 calendar days before the hearing, parties should inform the Title IX Coordinator of the identity of any advisor of choice who will accompany them to the hearing, so that the College will know whether or not it needs to arrange for the presence of a College-provided advisor.

At a time and manner deemed appropriate by the hearing officer, the advisor for each party will be permitted to ask the other party and any witnesses all relevant cross-examination questions and follow-up questions, including those challenging credibility. Except for that limited role, advisors may not participate actively in the hearing and may not speak or otherwise communicate on the part of the party that the advisor is advising. However, the advisor may consult privately in a non-disruptive manner with their advisee during and/or at a recess in the hearing. Scheduling accommodations generally will not be made for advisors if they unduly delay the process. The College reserves the right to take appropriate action regarding any advisor who disrupts the process, or who does not abide by the restrictions on their participation as determined in the sole discretion of the hearing officer, which may include exclusion of the advisor from the hearing and the appointment of an alternate College-provided advisor.

Determination Regarding Responsibility for Title IX Grievance Process

Within 14 days after the hearing, the hearing officer (and if necessary the sanctioning officer, as provided below) will prepare and issue a written determination regarding responsibility and, if applicable, sanctions. In determining responsibility, the hearing officer will apply the preponderance of the evidence standard. The written determination of outcome will include:

- Identification of the section(s) of the College's Title IX Sexual Harassment policy alleged to have been violated;
- A description of the procedural steps taken from the receipt of the complaint through the determination, including but not limited to, as applicable, any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of definitions of sexual harassment for purposes of the College's Title IX Sexual Harassment definitions;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility and, where necessary and in collaboration with the sanctioning officer, a statement regarding any sanctions and the rationale therefor;
- If a finding of responsibility is made, whether Supportive Measures or remedies are being provided to the complainant (but not specifically what those Supportive Measures or remedies are except to the extent that providing notice to the respondent is necessary to effectuate the Supportive Measure or remedy (e.g., a permanent no-contact order)); and
- Identification of the College's procedures and permissible bases for the complainant and respondent to appeal (as outlined below).

The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which the appeal would no longer be considered timely.

The determination will also notify the parties whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant, but will not provide details about any such remedies.

Appeals for Title IX Grievance Process

Each party to a case falling under this policy has a right to appeal:

- the Title IX Coordinator's dismissal of a formal complaint for Title IX purposes based on the Title IX Coordinator's determination that it did not fall within the definition of **Title IX Sexual Harassment** (where applicable); or
- the result of a hearing and/or sanctioning process, on the following grounds:
 - There was a procedural irregularity that affected the outcome of the matter;
 - There is new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
 - The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; and/or
 - The sanctions are not appropriate.

Appeals in student respondent cases must be filed with within 5 working days of the case determination. Appeals in faculty respondent cases must be filed with within 5 working days of the delivery of the written determination. Appeals in staff employee respondent cases must be filed with within 5 working days of the case determination.

The other party may be notified of any submitted appeal through the Title IX Coordinator or their designee. The other party may submit a written response to the appeal within 5 working days of delivery of the appealing party's

appeal. Both parties will be informed of any change to the results of a disciplinary process that occurs prior to the time that such results become final, and when such results become final.

Where an appeal is based on procedural irregularity, new evidence and/or bias/conflict of interest grounds, the Appellate Officer may affirm a finding of responsibility or return the matter to a hearing officer and/or Title IX Coordinator for further proceedings consistent with the appeal decision. Where an appeal challenges sanctions, the Appellate Officer may affirm, increase, decrease, or modify the sanctions. Appeal decisions will be sent to the parties simultaneously. The decision of the Appellate Officer is final in all cases.

Absent extenuating circumstances, appeals will ordinarily be decided within 30 days of the appellate officer's receipt of the appeal.

Informal Resolution Under Title IX Grievance Process

At any time prior to reaching a determination regarding responsibility, the College may facilitate an informal resolution process (e.g., mediation) of a **Title IX Sexual Harassment** case, where requested by a party and agreed to by both parties. If a party requests the initiation of an informal resolution process and the Title IX Coordinator agrees that the matter is appropriate for informal resolution, the College will provide to each party a written notice that discloses:

- The allegations;
- The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations-
 - The College generally permits parties to withdraw from the informal resolution process and initiate or re-initiate a formal investigation and hearing process at any time before the informal resolution process is completed and any informal resolution is agreed to in writing by the parties); and
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

All parties and the Title IX Coordinator must agree to informal resolution for this option to be used. The Title IX Coordinator will assess the request for informal resolution in light of factors such as, but not limited to, the severity of the alleged violation and the potential risks to campus community members posed by the reported misconduct. The College will only proceed with an informal resolution process if both parties provide their voluntary, written consent to having the matter resolved through the informal resolution process.

Informal resolution options (e.g., mediation, restorative practices, or other alternate resolution methods) will be offered as deemed appropriate by the College and will be employed as agreed upon by the parties.

The matter will be deemed resolved if and when the parties expressly agree in writing to an outcome that is acceptable to them and which is approved by the Title IX Coordinator (in consultation with other College administrators as deemed necessary). A party may withdraw from the informal resolution process at any time prior to their execution of a written informal resolution agreement. After an informal resolution is agreed to in writing between the parties, neither party may initiate a formal resolution process regarding the same factual allegations.

At any time before a matter is resolved through informal resolution, the Title IX Coordinator may terminate an informal resolution process and initiate or re-initiate a formal investigation and resolution process at any time, as they deem appropriate in their discretion.

Outcomes of Informal Resolution

Both the complainant and the respondent will be simultaneously informed, in writing: a) of the outcome of any College disciplinary proceeding that arises from an allegation of Prohibited Conduct; b) of the College's procedures for the complainant and respondent to appeal the results of the College disciplinary proceeding; c) of any change to the results that occurs prior to the time that such results become final; and d) when such results become final.

Records

A record is maintained for disciplinary proceedings and incidents that violate the College Student Code of Conduct. These records are maintained in the Dean of Student's Office for seven years. At the discretion of the Dean of Students, a disciplinary record for severe violations of the Student Code of Conduct or violations of local, state, and federal laws may be maintained by the College indefinitely. Records involving alleged violations in which the student was charged and found not responsible, or in which charges were subsequently dropped, are, absent extenuating circumstances, retained in the Office of the Dean of Students for the tenure of the student, then destroyed, unless retention is required by law.

College-Initiated Range of Protective Measures

In the interim between the conclusion of the informal resolution and the initiation of the formal resolution processes, the Title IX Coordinator may implement or extend interim protective measures, as appropriate.

Sanctions for Sexual Misconduct and Title IX Grievance Processes

Sanctions

It is the College's belief that sanctions should maximize safety for all students and College constituents, relate to the nature of the behavior, and provide an opportunity for growth and learning. In the context of sexual harassment and interpersonal violence, sanctions will also be designed to restore the complainant's equal access to College education programs or activities. The range of possible sanctions when a student is found responsible for Prohibited Conduct is as follows:

Written Warning

A written warning is a notice that the student's behavior is unacceptable and that further misconduct may result in further disciplinary action. A copy of the warning letter is placed in the student's academic file.

Fines

A monetary fine may be imposed. Failure to pay or to make arrangements to pay a fine may result in a hold being placed on the student's account.

Restitution

Restitution may be imposed in the form of monetary payment to repair or otherwise compensate for damages caused by the student. Failure to pay or to make arrangements to pay may result in a hold being placed on the student's account.

Loss of Privileges

A student may be restricted or excluded from participation in curricular or extra-curricular activities for a specified period of time.

Educational Sanction

Educational sanctions may include mediation, drug and alcohol education/treatment, public presentation, formal apology, research paper, college completion contract, etc.

Suspension

Termination of student status at the College for a specified period of time, with the possibility of reinstatement, provided that the student has complied with all conditions imposed as part of the suspension and provided the student is otherwise qualified for reinstatement. Depending on the length of the suspension, transition activities may be required. Suspension involves the exclusion of the student from participation in any academic or other activities of the College. Written notification of this action will be provided to the student. The student may be withdrawn from all courses carried that semester and shall forfeit all tuition/fees according to the normal refund schedule of the College. The student may not be on the College's premise unless engaged in official business approved in writing by the Dean of Students or College Administrator.

Dismissal

Termination of student status. Written notification of this action will be provided to the student. The action of dismissal will be noted on the student's academic transcript; the student will be withdrawn from all courses

carried that semester and shall forfeit all tuition/fees according to the normal refund schedule of the College. The student may not be on the College's premise unless engaged in official business approved in writing by the Dean of Students or College Administrator. Readmission after dismissal may be granted on a case by case basis. For Bryan College of Health Science Employee's, sanctions also include corrective action, up to including termination from Bryan College of Health Sciences/Bryan Medical Center

Notification of Victims of Crimes of Violence

In accordance with the Higher Education Opportunity Act (HEOA), the College will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense the report on the results of any disciplinary proceeding conducted by the College against a student or employee who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Sex Offender Registry

The Nebraska Sex Offender Registration Act (Neb. Rev. Statute 29-4001-29-4115) requires certain classes of sex offenders to register with local law enforcement officials. Registry information regarding Level 3 (high risk) offenders is published in local newspapers and is also available to the public at <http://www.nsp.state.ne.us> on the Nebraska State Patrol's website. The Act also requires certain institutions, including colleges and universities, to monitor the presence of Level 2 (moderate risk) sex offenders at their facilities. College officials will routinely receive information regarding moderate risk sex offenders residing in Lancaster County. This information is not available to the public, and will be shared with designated staff responsible for monitoring activities on campus.

Guests & Visitors

Guest or Visitors to Bryan College of Health Sciences must sign-in at the front desk. Guests and Visitors are encouraged to be sponsored by a department, registered student club/organization, or by an active student who attends Bryan College of Health Sciences before visiting the campus.

Weapons Policy

The possession of firearms, weapons or fireworks on campus is prohibited. Weapons are identified as bows and arrows, crossbows, knives with blades over four inches (not including kitchen knives), switch blades, swords, ammunition or martial arts equipment. Possession of any of these items on campus may result in immediate dismissal from the college.

Community Complaints

The campus security department encourages community members to bring forward legitimate grievances regarding misconduct by employees. Any member of the Department will receive complaints courteously, and they will be handled efficiently. All complaints will be taken seriously and thoroughly investigated by the Director of campus security, the Title IX Coordinator, or designee. Complaints against campus security can be emailed to the Dean of Students or their designee, by dialing 402-481-3804, or in person at Bryan College of Health Sciences located on the East Campus, office 233.

Missing Student Notification Procedures & Policies

If a member of the Bryan College of Health Sciences community has reason to believe that a student is missing for 24 hours, the student's name and reason for concern will be reported immediately to one of the following:

- Safety and Security Manager (402-481-8337) or Campus Security Consultant (402-481-0183)

These individuals will collaborate with Lincoln Police Department to assist in locating the missing student.

If there is evidence of foul play, a student can be determined missing before 24 hours have lapsed. BCHS will notify LPD within 24 hours of determination that a student is missing unless LPD was the entity that made the determination that the student was missing.

If the missing student is over the 18 years of age, or is an emancipated minor, the College will contact the emergency or confidential contact designated by the student within 24 hours of the determination that the student is missing.

Crime Prevention, Fire Safety, and Safety Awareness Programming

The College's Safety Committee coordinates the emergency and safety procedures on campus. The committee includes faculty, staff, students, and the Medical Center Security. This Committee develops and practices emergency preparedness plans, including disaster response and evacuation. Bryan College of Health Sciences Student Handbook contains information on Weather Alert, Fire Emergency, Bomb Threat, Active Shooter, and Violent Intruder. Those policies are also included below. The College's emergency response and evacuation procedures are tested on at least an annual basis. Tests may be announced or unannounced. The tests are scheduled, contain drills, contain exercises, contain follow through activities, and are designed for assessment and evaluation of emergency plans and capabilities. The College publicizes its emergency response and evacuation procedures in conjunction with at least one test per calendar year. Each test is documented, including a description of the exercise, the date, the time, and whether it was announced or unannounced. The documentation is kept for seven years.

Bryan COLLEGE OF HEALTH SCIENCES



West Campus
ANNUAL SECURITY REPORT
2023-2023 Academic Year
2021-2022 Crime Statistics



Rich Lloyd, PhD
President
Bryan College of Health Sciences

Statement of Mission, Vision, Values

Mission

The Mission of Bryan College of Health Sciences is to provide education in the health professions emphasizing clinical and academic excellence through collaboration with Bryan Health System and the healthcare community.

Vision

The Vision of Bryan College of Health Sciences is to provide a College of Health Sciences recognized as a leader in health professions education by qualified applicants, graduates, and employers.

Purpose

The purpose of Bryan College of Health Sciences is to educate healthcare professionals for service to the global community.

Goals

The Goals of Bryan College of Health Sciences are:

To prepare graduates who:

1. Qualify for diverse careers in healthcare, academic, or scientific environments
2. Illustrate respect for their own and others' unique individualities
3. Demonstrate professionalism in their field of study
4. Practice life-long learning as a means of personal and professional growth
5. Exhibit service-oriented citizenship within their communities

Values

Integrity - Be honest, trustworthy, accountable and ethical

Caring - Be compassionate, empathetic and respectful

Equity – Be adaptive and just

Learning - Be insightful, knowledgeable and open to change

Equity Statement

The Bryan College of Health Sciences' mission and core values compel us to create a community in which we collaborate with others to form mutually beneficial relationships. Our community is at its best when we all practice inclusion and adaptation. Community engagement begins when individuals explore unique identities and recognize the mix of strengths, biases, privileges, perspectives, and skills they and others bring to the community. Members of the community are also called to apply the concepts of *cultural humility*, *transparency*, and *social justice* in their interactions. We acknowledge that these concepts can be challenging to practice, but through consistent engagement with one another we will become a more equitable community.

Non-Discrimination Policy

Bryan College of Health Sciences is committed to providing equal opportunities for all persons and an environment free from discrimination, harassment, or related retaliation. Bryan College of Health Sciences does not discriminate on the basis of race, ethnicity, color, national origin or ancestry, religion, sex, genetic information, gender identity or expression, age, marital or family status, pregnancy, sexual orientation, disability, veteran status, source of income, or any other protected class recognized by state or federal law in its programs, activities, employment and admissions.

The College complies with all applicable federal, state, and local laws relating to equal opportunity, including the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA), as applicable.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

Dr. Alethea Stovall, Dean of Students/Title IX Coordinator, 1535 S. 52nd St., office #233, Lincoln, NE 68506, 402-481-3804, alethea.stovall@bryanhealth.org. Contact information for the Bryan College of Health Sciences Deputy Title IX Coordinator, who can receive inquiries about Title IX-related issues if the Title IX Coordinator is not available, and the ADA Coordinator, who can address ADA-related issues, is also provided below.

For additional information on discrimination and harassment-related issues, you may visit <https://www2.ed.gov/about/offices/list/ocr/addresses.html> for the address and phone number of the United States Department of Education Office for Civil Rights office that serves your area, or call 1-800-421-3481.



Title IX Coordinator:

Dr. Alethea Stovall, Dean of Students,
1535 S. 52nd St., office #233, Lincoln, NE 68506,
402-481-3804 or alethea.stovall@bryanhealth.org



Deputy Title IX Coordinator:

Dr. Sue Pilker, Assistant Dean of Undergraduate Nursing
1535 S. 52nd St., office #321, Lincoln, NE 68506,
402-481-8712 or sue.pilker@bryanhealth.org



ADA Coordinator

Dr. Ana Anderson, Academic Support Services, Director
1535 S. 52nd St., office #219, Lincoln, NE 68506
402-481-8782 or ana.anderson@bryanhealth.org

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to publish an annual security and campus safety report containing campus security and campus safety policies and procedures, as well as crime statistics. The report provides information to the campus community about crime reporting procedures, various policies, crime prevention programs, and campus crime statistics. By October 1st of each year, this report is made available to all current students and employees and upon request to any applicant for enrollment or employment.

The Clery Act was enacted in 1990, and amended in 1992, 1998, 2000, and 2008. In 2013, the Violence Against Women Reauthorization Act (VAWA) amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports. All statistics in this Annual Security Report are presented and updated in compliance with all amendments to the act, under the supervision of the Dean of Students in collaboration with Student Services, Bryan Medical Center Safety Officer and Bryan Medical Center Security

The Dean of Students sends an email to every enrolled student and current employee on an annual basis informing them of the availability of the Annual Security and Campus Safety Report prior to October 1st. The email and letter include a brief summary of the contents of this report. The email also include the web address where the Annual Security and Campus Safety Report can be found online, and notification that a physical copy may be obtained by making a request to Dean of Students Office by calling (402) 481-3904 or in person at the Dean of Students Office. Prospective students can access the Annual Security and Campus Safety Report through a link when applying for admissions to Bryan College of Health Sciences.

Bryan College of Health Sciences is concerned about the safety and welfare of the entire Bryan College community and its guests. The College has developed a number of procedures, polices, and programs to help promote a safe and secure learning and working environment.



The Clery Act requires that an institution, maintaining more than one campus, must comply with the Clery Act requirements by completing a separate annual security report (ASR) for each campus. This separate publication can be included with the primary campuses ASR and must clearly differentiate each campuses policies and statistics. All policy statements in this ASR apply to all campuses unless otherwise noted.

Bryan College of Health Sciences- West campus does not have student housing facilities or non-campus properties. Therefore, the College is not required to comply with certain Clery Act regulations for campuses with student housing.

Employees and students at the Bryan College of Health Sciences East campus, Hastings College, and Mary-Lanning campus, are subject to the same policies and procedures covered in this report. Any differences in policies and laws specifically directed toward Bryan West campus, students and staff will be included in this section.

Clery Geography

Geography Definitions from the Clery Act

On-Campus *defined as:* (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property *defined as:* (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution (i.e. privately owned fraternity); or (2) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

The **Non-Campus geography** definition includes buildings or properties under temporary control during institutionally sponsored short-stay-away domestic or international trips for students of more than one night, or buildings or properties under temporary control during institutionally sponsored domestic or international trips for students to repeated locations.

Public Property *defined as:* All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus or on-campus property/facilities. Bryan College of Health Sciences crime statistics do not include crimes that occur in privately-owned homes or businesses within or adjacent to the campus boundaries.

On-Campus Student Housing Facility *defined as:* Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is considered a subset of the On-Campus category. Bryan College of Health Sciences does not have on-campus student housing facilities, other than our Hastings College Campus.

Reasonability Contiguous is defined as: Any building or property an institution owns or controls that is in a location that students consider to be, and treat as, part of the "campus." Bryan College does not have on-campus student housing facilities, except for Bryan College of Health Sciences-Hastings College.

Bryan Medical Center, Bryan West Campus

Located at 16th and South Sts.

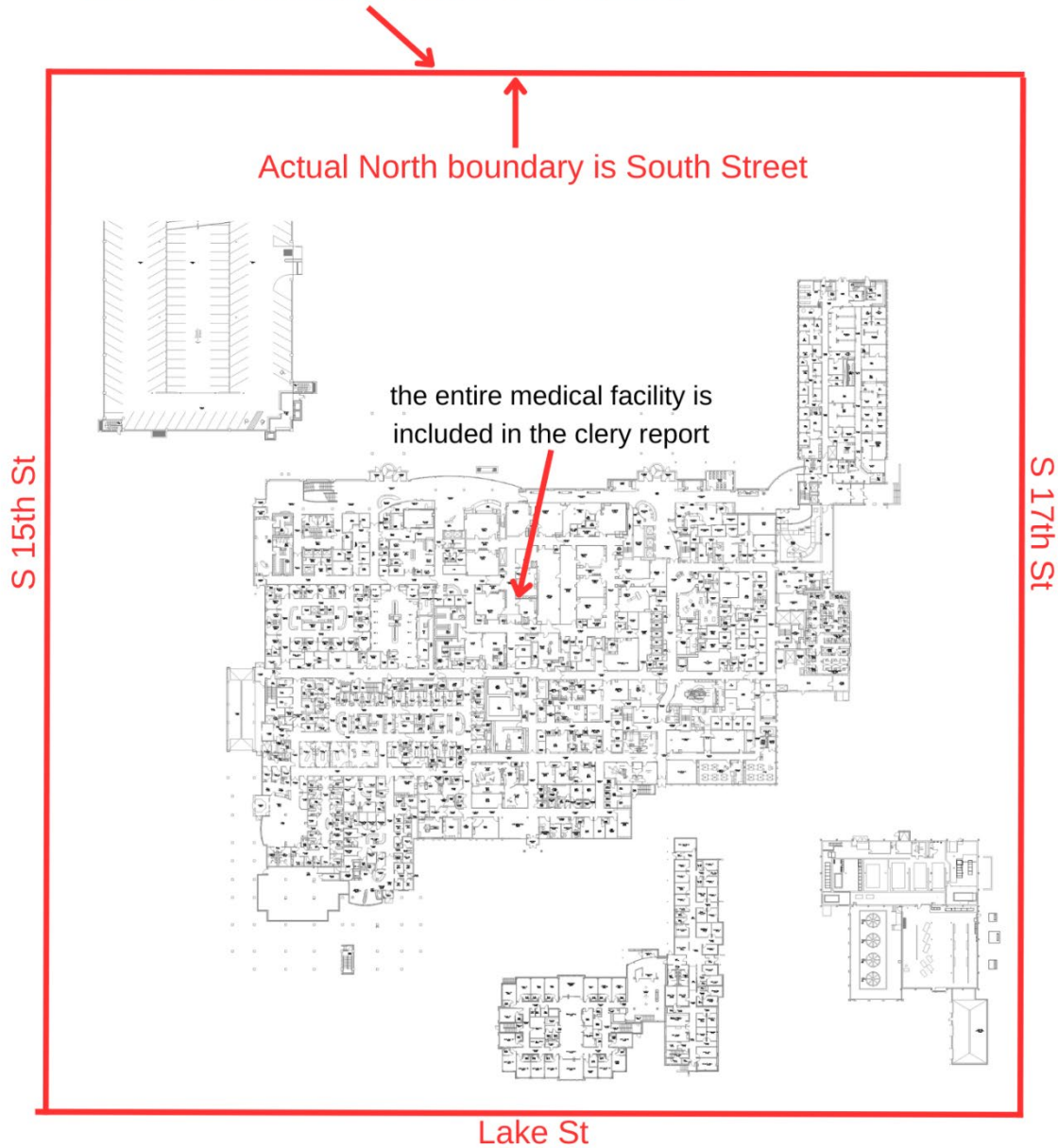
2300 S. 16th St.,

Lincoln, NE 68502

402-481-1111



Red line representing boundary of Clery Reporting



Crime/Emergency Reporting and College Response

Campus community members are encouraged to report all criminal actions, emergencies, suspicious behavior or other public safety related incidents occurring within the College's Clery geography to the Campus Security in an accurate, prompt and timely manner. The College's Clery geography which is the on-campus property as well as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus or immediately adjacent to and accessible from the campus.

Bryan Medical Center Security is Bryan College of Health Sciences' Campus Security (hereafter will be referred to as "Campus Security") has been designated by Bryan College as the official office for campus crime and emergency reporting. Campus Security strongly encourages the accurate and prompt reporting of crimes. Accurate and prompt reporting will ensure Campus Security is able to evaluate, consider and send timely warnings notices, disclose crimes through ongoing disclosure processes such as the posting of crimes in the Daily Crime Log an accurately documenting reportable crimes in its annual statistical disclosure. Bryan College of Health Sciences further encourages accurate and prompt reporting to the Lincoln Police Department when the victim of a crime elects to, or is unable to, make such report.

Campus Security has the primary responsibility for patrolling the Bryan College of Health Sciences campus and it has been designated at the institution primary reporting structure for crimes and emergencies. However, criminal incidents or incidents off campus can be reported to the local Lincoln Police Department. The College has outlined below a list of primary campus security authorities (CSA or preferred receivers) of reports to whom crimes can be reported.

Primary Campus Security Authorities (CSA) or Preferred Receivers of reports:

Lincoln Police Department - Emergency	911
Lincoln Police Department - Non Emergency	402-441-6000
Bryan Medical Center Security Department	402-481-5802
Dean of Operations	402-481-3967
Dean of Students/Title IX Coordinator	402-481-3804
Title IX Deputy Coordinator	402-481-8712

Also, and not limited to college officials who have significant responsibility for student and campus activity: this may include student club advisor, academic advisors, academic deans, and students who hold a student assistant job.

Response to Reports

Bryan security services are available 24 hours a day, seven days a week, including holidays. To contact a security officer at Bryan Medical Center West, dial extension 15802 or 402-481-5802.

Responsibilities of the Bryan College of Health Sciences community for their own personal safety and security and the safety and securities of others

Campus safety is every individual's concern and responsibility. The success of the security staff is largely measured by the degree of support and cooperation it receives from the people it serves. All members of the campus community are expected to support the efforts of the Security Officers in developing and maintaining a safe and secure learning environment. Campus Security is managed by the Facilities Management Department of the Bryan Medical Center. The administrative office for Facilities Management in located in the basement of Bryan East Campus. If at any time an employee or a student believes that appropriate security procedures are not being followed, or that the Medical Center/Bryan College of Health Sciences environment is not safe, please call extension 18990 from a medical center phone or 402-481-8990 from an off campus phone to speak to the Director of Facilities Management.

Bryan security is available to escort individuals to/from the medical center or college or to/from their vehicles when requested. Assistance also will be provided to jump start vehicles and inflate tires. Vehicle registration and parking regulations at Bryan Medical Center/Bryan College of Health Sciences are enforced by the Medical Center Security

Safety Tips

The following safety tips are provided to help reduce the potential for crime:

- Always keep your car, house, apartment, or room locked. Keeping doors open for even short periods of time could affect your personal safety or result in theft or vandalism of your belongings.
- Keep valuables out of sight. If in your house/room, lock them in a safe place. If in car, lock them in your trunk.
- Do not leave purses, books, or backpacks unattended in classrooms, lounges, or in the library. Lockers are available at the College for student use.
- Do not walk, run, or jog alone. This is especially important at night and early in the morning when it is dark and there are few people around.
- Use sidewalks whenever possible and stay in well-traveled and well lighted areas.
- Walk with a purpose. This will show you are confident and are not likely to be an easy victim.
- Let someone know where you are and when you plan to return. If you are missed, someone can look for you.

Voluntary Confidential Reporting

Bryan College of Health Sciences encourages anyone who is the victim or witness of any crime to promptly report the incident to Campus Security or the Local Lincoln Police Department. Campus Security does not have a voluntary confidential reporting process. Campus Security reports are not law enforcement reports, therefore Campus Security cannot hold reports of crime in confidence.

Confidential Reporting

Students may make confidential reports to Pastoral Counselors and/or Professional Counselors. Pastoral Counselors and Professional Counselors when acting in their capacity and function as Bryan College of Health Sciences Counselors do not make identifiable reports of incidents to the Official On-Campus Resources unless the student specifically requests them to do so; however, the College encourages counselors, if and when they deem it appropriate, to inform studies they can report incidents of crime to Campus Security.

Anonymous Reporting

The College will attempt to respond to reports of Prohibited Conduct brought anonymously or brought by third parties not directly involved in the reported conduct, to the greatest extent practical. However, the response to such reports may be limited if information presented in the report cannot be verified by independent facts. The Anonymous Online Reporting form [may be found here](#).

Mandatory Reporting

The College requires all faculty and staff to report incidents of harassment, discrimination, sexual and/or relationship misconduct to the Title IX Coordinator or the Title IX Deputy Title IX Coordinator. Student Employees and the administration of their job duties, are also considered mandatory reporters. All individuals in the State of Nebraska are mandatory reporters in the child abuse and neglect. Reports of suspected child abuse and neglect

Professional Counselors

Mental Health Practitioner

216B; 402-481-3831

Continuum EAP

3401 Village Drive, Suite 210

Lincoln, NE 68516

402-476-0186 or 1-800-755-7636

Pastoral Care

Bryan Health

West Campus – 402-481-5130

must be made to local authorities or the Nebraska Child Abuse and Neglect hotline: 800-652-1999 or <https://dhhs.ne.gov/Pages/Child-Abuse.aspx>.

Statistical Disclosure of Reported Incidents

Incidents report to Campus Security that fall into one of the required reporting classifications as defined by the Clery Act that occur within the College's Clery geography will be disclosed as a statistic in the appropriate crime table within this Annual Security Report.

Public Safety Authority and Jurisdiction

Public Safety Enforcement Authority

Bryan Security Officers have been authorized by the College to help ensure safety, carry out security duties and assist with enforcing rules and regulations on the campus of the medical center and college. All persons leaving or entering the premises may be checked. Any person on Bryan property may be required to show identification to security officer or medical center/college personnel. All problems or incidents involving Bryan College of Health Sciences students, will be forwarded to the college's administration for review and action.

Public Safety Jurisdiction

Campus Security's Jurisdiction encompasses its Clery geography.

Security of and Access to Campus Facilities

Front Entrance Doors to West campus location are open 24-7. Please use entrance "A" or the plaza doors to enter the building after 8:00 PM. All Bryan Medical Center main entrances are accessible 24-7. Offices are closed during Holidays.

Campus Timely Warning Notices

The Executive Committee of the College in conjunction with Bryan Medical Center Security using their professional judgment will issue a timely warning for any serious incident when it represents a serious or continuing threat to students and employees and enough information is known about the crime to determine what information to release. The primary method of warnings will be through the College email system. The College may also issue timely warnings through posting of flyers around campus, in-class announcements, Bryan College mobile app, public address system, or other appropriate means.

Warnings will generally include the nature of the threat, source of the information, and suggested precautions to be taken. The College would not immediately issue a notification for a serious incident if doing so will compromise efforts to assist a victim, contain the emergency, respond to the emergency or otherwise mitigate the emergency. An example of not compromising efforts to mitigate the emergency might be agreeing to a request of local law enforcement. Whether or not to issue a timely warning will be decided on a case-by-case basis in light of all the factors surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

Campus Safety Alert Distribution Matrix

Methods	Primary Message Creator	Backup Message Creator	Authority to Approve/Send	Primary Message Sender	Backup Message Sender
App Notification	Dean of Students or Campus Security	Provost	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup	Provost	Dean of Enrollment Management

			creator sender can proceed.		
Email Notification	Dean of Students or Campus Security	Provost	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Students; or their designee.	Provost
Website	Dean of Students	Dean of Enrollment Management	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Posting on Entrance Doors, Lobby Areas	Dean of Students	Provost	Dean of Students	Dean of Students	Executive Staff
Social Media Platforms	Dean of Students	Dean of Enrollment Management	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Press Release	Director of Advancement	Dean of Students	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Enrollment Management	Dean of Students

Public Safety Notices

A Public Safety Notice may be sent to the campus community for general crime prevention purposes, to inform the community of crimes and/or incidents that are not generally time sensitive or considered to be a continuing threat, but important to be aware of, and/or to inform the campus of incidents occurring on, around, or even off campus that do not meet the requirements or specifications for distribution of a Campus Safety Alert.

A Public Safety notice may be sent to the campus community via the Bryan App, or they may be sent via email to all students and employees on campus. A Public Safety Notice is generally written and distributed to the campus community by the Dean of Students or Campus Security.

Updates to the campus community about any case resulting in a Public Safety Notice, when deemed necessary and may be distributed by the Dean of Students or Campus Security as deemed necessary and appropriate.

Daily Crime Log

Campus Security makes the Daily Crime log open to public inspection during normal business hours (typically Monday – Friday from 8:00 a.m.-4:30 p.m., except holidays) by requesting from the Dean of Students. The information in the crime log typically includes the B-Safe incident number, crime classification, date occurred, general location of crime, and disposition of each reported crime.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes/incidents within the college's Clery geography is updated information regarding previously reported crimes are entered onto the Daily Crime log within two business days of when it is reported to Campus Security. It is important to note the Campus Security has no expanded patrol jurisdiction outside of its identified Clery Geography.

Preparation of Annual Disclosure of Crime Statistics and Clery Compliance

Classifying Crime Statistics

The statistics in this brochure are published in accordance with the definitions and many of the standards and guidelines used by the FBI Uniform Crime Reporting (UCR) Handbook, relevant Federal law (the Clery Act), and applicable State law.

Clery Act Reporting

For Clery Act reporting purposes, the number of victims involved in a particular incident is indicated in the statistics column for the following crime classifications: Murder/Non-Negligent Manslaughter, Manslaughter by Negligence, Sex Offenses, and Aggravated Assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart. The number reflected in the statistics for the following crime categories includes one offense per distinct operation: Robbery, Burglary, Larceny, Vandalism, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart. In cases of Motor Vehicle Theft, each vehicle stolen is counted as a statistic. In cases involving Liquor Law, Drug Law, and Illegal Weapons Law violations, the statistics indicate the number of people arrested by law enforcement or referred to the Office of Student Rights and Responsibilities or Human Resources for possible disciplinary action for violations of those specific laws.

Hate crimes are reported in narrative form and are separated by category of prejudice. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense that was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of their bias against the victim's race, sexual orientation, gender, religion, ethnicity, national origin, gender identity, or disability, the assault is then also classified as a hate crime. For Clery Act Purposes, Hate Crimes include any of the following offenses that are motivated by the offender's bias: Murder and Non-negligent Manslaughter, Sexual Offenses (rape, fondling, incest and statutory rape), Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/ Vandalism of Property.

Campus SaVE was signed into law on March 7, 2013, as part of the reauthorization of the Violence Against Women Act (VAWA); it covers students and staff of institutions of higher education and amends the Jeanne Clery Act to include new reporting requirements for Domestic Violence, Dating Violence, and Stalking and additional policy statements and training requirements.

Campus Crime statistics for Bryan College of Health Sciences-WEST

Calendar Years 2020-2022

Statistics concerning the occurrence on campus from January 1 to December 31, of the following criminal offenses reported to campus security authorities or local police agencies are as follows:

Type of Offense	On Campus	Non-Campus Building or Property	Public Property	Unfounded by Police
Criminal Offenses				
Murder/Non-negligent Manslaughter				
2022	0	0	0	0
Negligent Manslaughter				
2022	0	0	0	0

Robbery *				
2022	0	0	0	0
Aggravated Assault				
2022	1	0	0	0
Burglary *				
2022	0	0	0	0
Motor Vehicle Theft				
2022	2	0	0	0
Arson				
2022	0	0	0	0

* Occurrences do not include theft

Hate Crimes
Hate Crimes may include larceny/theft, simple assault, intimidation, or vandalism.
2022: There were no hate crimes reported in 2022

Type of Offense	On Campus	Non-Campus Building or Property	Public Property	Unfounded by Police
Sex Offenses				
Forcible				
2022	0	0	0	0
Non Forcible				
2022	0	0	0	0
Rape				
2022	0	0	0	0
Fondling				
2022	6	0	0	0
Statutory Rape				
2022	0	0	0	0
Incest				

2022	0	0	0	0
VAWA Offenses				
Domestic Violence				
2022	0	0	0	0
Dating Violence				
2022	0	0	0	0
Stalking				
2022	0	0	0	0
Arrests				
Liquor Law Violations				
2022	0	0	0	0
Drug Law Violations				
2022	3	0	0	0
Illegal Weapons Possession				
2022	0	0	0	0

NOTE: The College made a reasonable and good faith effort to request and retrieve statistics from all local law enforcement agencies with jurisdiction over the College’s identified Clery geography. Reportable Clery crime data received from agencies who responded to these requests are included in the Table Two crime statistics noted above. Not all of these agencies responded to these requests for crime statistics.

Unfounded Crimes

If a Clery Act crime is reported as occurring in any of the College’s Clery Act geographic categories and the reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime after a thorough investigative process.

Emergency Response and Evacuation Procedures

These laws are universal for both Lincoln East and Lincoln West Campus Locations. Please refer to page 23.

Missing Student Notification Procedures & Policies

If a member of the Bryan College of Health Sciences community has reason to believe that a student is missing for 24 hours, the student’s name and reason for concern will be reported immediately to one of the following:

- Safety and Security Manager (402-481-8337) or Campus Security Consultant (402-481-0183)

These individuals will collaborate with Lincoln Police Department to assist in locating the missing student.

If there is evidence of foul play, a student can be determined missing before 24 hours have lapsed. BCHS will notify LPD within 24 hours of determination that a student is missing unless LPD was the entity that made the determination that the student was missing.

If the missing student is over the 18 years of age, or is an emancipated minor, the College will contact the emergency or confidential contact designated by the student within 24 hours of the determination that the student is missing.

Drug and Alcohol Policy and Procedure

These laws are universal for both Lincoln East, Lincoln West, and Mary-Lanning Campus Locations. Please refer to page 29.

Alcohol and Other Drugs

Bryan East, West, and Mary Lanning Campus Locations alcohol and drug policy is universal for these campus locations and can be found on page 34.

Nebraska State Laws Regarding Alcohol, Drugs, and Weapons

Nebraska state laws pertaining to alcohol, drugs, and weapons are the same for all campus locations and can be found on page 34.

Federal Drug Trafficking Penalties

Federal penalties related to possession, manufacture, sale, or distribution of illicit drugs are universal and can be found on page 36.

Drug Free Schools and Communities Act (DFSCA) Compliance

Bryan College of Health Science's Drug and Alcohol Abuse Prevention is emailed to all employees and all students at the beginning of the fall academic semester.

Information related to alcohol and other drug use can be found in the Bryan College Student Handbook. Additional alcohol and drug policies, standards of conduct, applicable disciplinary sanctions, health risks, counseling, processes, goals, and objectives can be found on the Bryan College of Health Sciences website. The biennial report, developed in accordance with the Drug Free Schools and Communities Act (DFSCA) of 1989, can be also obtained by contacting the Dean of Students Office.

- Contact the Dean of Students Office by dialing (402) 481-3804 or on-campus extension 3804, or in person at Bryan College Health Sciences, East Campus Office 233.

Bryan College of Health Sciences Title IX Sexual Harassment

BCHS's policy is universal for Bryan College of East, West, and Mary-Lanning Campus locations and can be found on pages 52.

Federal Laws Related to Title IX and Sexual Harassment and VAWA Definitions

These laws are universal, and definitions are universal for all campus locations and can be found on page 37.

Nebraska State Laws: Harassment, Discrimination, Sexual and Relationship Misconduct

All State laws governing Bryan College of East, West, Mary-Lanning, and Hastings College Campus locations are the same and can be found on page 13.

Sex Offender Registry

The Nebraska Sex Offender Registration Act (Neb. Rev. Statute 29-4001-29-4115) requires certain classes of sex offenders to register with local law enforcement officials. Registry information regarding Level 3 (high risk) offenders is published in local newspapers and is also available to the public at <http://www.nsp.state.ne.us> on the Nebraska State Patrol's website. The Act also requires certain institutions, including colleges and universities, to monitor the presence of Level 2 (moderate risk) sex offenders at their facilities. College officials will routinely receive information regarding moderate risk sex

offenders residing in Lancaster County. This information is not available to the public and will be shared with designated staff responsible for monitoring activities on campus.

Title IX Sexual Harassment Policy Statements

BCHS Lincoln East, Lincoln West, and Mary-Lanning Campus Locations policy is universal for these three campuses, and policy statements can be found on pages 52.

Procedures to Follow When a Crime of Sexual Assault, Dating/Domestic Violence, or Stalking has occurred.

The procedures to follow for BCHS Lincoln East, Lincoln West, and Mary-Lanning Campus Locations are the same and can be found on pages 45.

Facilitated Anonymous Reporting Through Professional Counselors Privileged and Confidential Communication

***Professional Counselors**

Professional, licensed counselors who provide mental-health counseling to members of the College community are not required to report any information about the incident to the Title IX Coordinator without a client's permission. There are currently no procedures to encourage professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

***Non-professional Counselors and Advocates**

Individuals who work in the on-campus Professional Development Services and Health and Wellness Services, and Bryan Medical Center, Employee Health can generally talk to a client without revealing any personally identifying information about an incident to the College. A client can seek assistance and support from these individuals without triggering a College investigation that could reveal the client's identity or that the client has disclosed the incident.

While maintaining a client's confidentiality, these individuals or their office should report the nature, date, time, and general location of an incident to the Title IX Coordinator. This limited report, which includes no information that would directly or indirectly identify the client, helps keep the Title IX Coordinator informed of the general extent and nature of sexual violence on and off campus so the coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the client to ensure that no personally identifying details are shared with the Title IX Coordinator. These individuals or their office will also report the nature, date, time and general location of an incident (but not the identity of the client, unless necessary to promote safety) to the Security Department so that the report can be included in the College's crime statistics.

A client who speaks to a professional or non-professional counselor or advocate must understand that, if the client wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

Professional Counselors

BCHS Mental Health Practitioner

Mel Stutzman

Bryan College of Health Sciences
Office 216b 402-481-3831

Continuum EAP

1135 M Street, Suite 400
Lincoln, NE 68508

402-476-0186 or 1-800-755-7636

Pastoral Care

Bryan Health
West Campus - 402-481-5130

Non-professional Counselors and Advocates

Health and Wellness Services

Melinda White & Jeannine Neihardt
Bryan College of Health Sciences
Office 214b
402-481-8468

Employee Health Services

Bryan Health
West Campus
402-481-8622

These counselors and advocates will assist the client in receiving necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health, or mental health services, and changes to working or course schedules. A client who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the client with assistance if the client wishes to do so.

Anonymous Online Reporting

The College will attempt to respond to reports of Prohibited Conduct brought anonymously or brought by third parties not directly involved in the reported conduct, to the greatest extent practical. However, the response to such reports may be limited if information presented in the report cannot be verified by independent facts. The Anonymous Online Reporting form [may be found here](#).

Anonymous Reporting to Law Enforcement:

There are options to report a sexual assault or other crimes to law enforcement anonymously. These processes vary depending on the police department receiving the report. Please note, law enforcement may be limited in their ability to respond to anonymous reports. Lincoln Police Department:

- To make an anonymous report of sexual assault to the Lincoln Police Department, visit <https://www.lincoln.ne.gov/City/Departments/Police/Services/Report-Sex-Assault-Anonymously> or call (402) 441-3866. Individuals can choose to report as much information as they would like.
- Victims who choose to receive a forensic examination by a sexual assault nurse examiner may request that the evidence be collected anonymously, meaning they can choose whether to report their name and other information to law enforcement.

Employee Assistance Program

Bryan College of Health Sciences provides Continuum Employee Assistance Program (EAP) for use by students and employees. The Continuum EAP is available to provide students and employees with such problems as sexual or physical abuse, depression, marital and relationship conflict, stress, grief, critical incident stress, anxiety, and other personal matters. All students and employees, regardless of performance, are eligible. The contact number of the Continuum EAP is listed above.

Assistance for Victims – Rights and Options

Counselors and advocates will assist the individual in receiving necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health, or mental health services, and changes to working or course schedules. An individual who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the individual with assistance if the individual wishes to do so.

Accommodations and Protective measures available for Victims

Bryan College of Health Sciences takes strong responsive action to protect the safety of an individual. The Title IX coordinator is responsible in gathering sensitive information dealing with sexual misconduct. In every report of sexual misconduct, the Title IX Coordinator will conduct a Title IX inquiry. At the conclusion of the Title IX inquiry, in consideration of the Complainant's wishes and the safety of the campus community, the report may be referred for supportive measures and/or a Title IX Complaint may be filed. Supportive measures address a Complainant's safety and well-being and continued access to educational and employment opportunities. Protective measures involve action against a respondent.

Confidentiality

The College is committed to fair and prompt procedures to investigate and adjudicate reports of sexual misconduct and to the education of the College community about the importance of responding to all forms of sexual misconduct. Special emphasis is placed on the rights, needs, and privacy of the student with a complaint, as well as the rights of the accused while adhering to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct. The College strives to create an environment which encourages

students to come forward if they feel they have been the victim of sexual misconduct. While the College strives to protect the confidentiality of both complainant and respondent, complete confidentiality cannot be guaranteed. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, but its ability to do so may be limited based on the nature of the request. The College must balance the needs of the individual student with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident and individual circumstances, further action may be necessary including a campus security alert, timely warning and/or notification of local law enforcement. Personally identifiable information about complainants will not, however, be released in campus security alerts or timely warnings.

Victims may request that directory information on file with the College be withheld by request. This request can be made to the Registrar's Office in person or by calling (402) 481-8718. Regardless of whether a victim has opted out of allowing the College to share "directory information," personally identifiable information (PII) about the victim and other necessary parties will be treated as confidential and only shared with person who have a specific need to know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

ON- and OFF-Campus Services for Victims

Professional, licensed counselors who provide mental-health counseling to members of the College community are not required to report any information about the incident to the Title IX Coordinator without an individual's permission. There are currently no procedures to encourage professional counselors, when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Following is the contact information for these individuals:

- BCHS Mental Health Practitioner Mel Stutzman Bryan College of Health Sciences Office 216b 402-481-3831
- Continuum EAP 3401 Village Drive, Suite 210, Lincoln, NE 68516 402-476-0186 or 1-800-755-7636
- Pastoral Care Bryan Health West Campus – 402-481-5130

Individuals who work in the on-campus Professional Development Services and Health and Wellness Services, and Bryan Medical Center, Employee Health can generally talk to an individual without revealing any personally identifying information about an incident to the College. An individual can seek assistance and support from these individuals without triggering a college investigation that could reveal the individual's identity or that the individual has disclosed the incident.

Following is contact information for these non-professional counselors and advocates:

- Health and Wellness Services Melinda White & Jeannine Neihardt; Bryan College of Health Sciences Office 208 402-481-8468
- Employee Health Services Bryan Health East Campus West Campus 402-481-8622

All Reports of sexual or relationship misconduct occurring on the Bryan East, West, and Mary Lanning Campus Locations will be reviewed, investigated, and adjudicated by the Title IX Coordinator or Deputy Title IX Coordinator.

Title IX Coordinator:

- Alethea Stovall, Dean of Students, 1535 S. 52nd St., office #233, Lincoln, NE 68506, 402-481-3804 or alethea.stovall@bryanhealth.org

Deputy Title IX Coordinator:

- Sue Pilker, Assistant Dean of Undergraduate Nursing 1535 S. 52nd St., office #321, Lincoln, NE 68506, 402-481-8712 or sue.pilker@bryanhealth.org

Annual Fire Safety Report

An institution that maintains any on-campus student housing facilities is required to publish an Annual Fire Safety Report disclosing fire safety policies and procedures as well as fire statistics occurring in those facilities. Bryan East, West, and Mary Lanning Campus Locations does not maintain student housing; therefore, is not required to comply with this regulation.



Mary Lanning Campus

2022

ANNUAL SECURITY REPORT

2022-2023 Academic Year

2019-2021 Crime Statistics



Rich Lloyd, PhD
President
Bryan College of Health Sciences

Statement of Mission, Vision, Values

Mission

The Mission of Bryan College of Health Sciences is to provide education in the health professions emphasizing clinical and academic excellence through collaboration with Bryan Health System and the healthcare community.

Vision

The Vision of Bryan College of Health Sciences is to provide a College of Health Sciences recognized as a leader in health professions education by qualified applicants, graduates, and employers.

Purpose

The purpose of Bryan College of Health Sciences is to educate healthcare professionals for service to the global community.

Goals

The Goals of Bryan College of Health Sciences are:

To prepare graduates who:

1. Qualify for diverse careers in healthcare, academic, or scientific environments
2. Illustrate respect for their own and others' unique individualities
3. Demonstrate professionalism in their field of study
4. Practice life-long learning as a means of personal and professional growth
5. Exhibit service-oriented citizenship within their communities

Values

Integrity - Be honest, trustworthy, accountable and ethical

Caring - Be compassionate, empathetic and respectful

Equity – Be adaptive and just

Learning - Be insightful, knowledgeable and open to change

Equity Statement

The Bryan College of Health Sciences' mission and core values compel us to create a community in which we collaborate with others to form mutually beneficial relationships. Our community is at its best when we all practice inclusion and adaptation. Community engagement begins when individuals explore unique identities and recognize the mix of strengths, biases, privileges, perspectives, and skills they and others bring to the community. Members of the community are also called to apply the concepts of *cultural humility*, *transparency*, and *social justice* in their interactions. We acknowledge that these concepts can be challenging to practice, but through consistent engagement with one another we will become a more equitable community.

Non-Discrimination Policy

Bryan College of Health Sciences is committed to providing equal opportunities for all persons and an environment free from discrimination, harassment, or related retaliation. Bryan College of Health Sciences does not discriminate on the basis of race, ethnicity, color, national origin or ancestry, religion, sex, genetic information, gender identity or expression, age, marital or family status, pregnancy, sexual orientation, disability, veteran status, source of income, or any other protected class recognized by state or federal law in its programs, activities, employment and admissions.

The College complies with all applicable federal, state, and local laws relating to equal opportunity, including the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA), as applicable.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

Dr. Alethea Stovall, Dean of Students/Title IX Coordinator, 1535 S. 52nd St., office #233, Lincoln, NE 68506, 402-481-3804, alethea.stovall@bryanhealth.org. Contact information for the Bryan College of Health Sciences Deputy Title IX Coordinator, who can receive inquiries about Title IX-related issues if the Title IX Coordinator is not available, and the ADA Coordinator, who can address ADA-related issues, is also provided below.

For additional information on discrimination and harassment-related issues, you may visit <https://www2.ed.gov/about/offices/list/ocr/addresses.html> for the address and phone number of the United States Department of Education Office for Civil Rights office that serves your area, or call 1-800-421-3481.



Title IX Coordinator:

Dr. Alethea Stovall, Dean of Students,
1535 S. 52nd St., office #233, Lincoln, NE 68506,
402-481-3804 or alethea.stovall@bryanhealth.org



Deputy Title IX Coordinator:

Dr. Sue Pilker, Assistant Dean of Undergraduate Nursing
1535 S. 52nd St., office #321, Lincoln, NE 68506,
402-481-8712 or sue.pilker@bryanhealth.org



ADA Coordinator

Dr. Ana Anderson, Academic Support Services, Director
1535 S. 52nd St., office #219, Lincoln, NE 68506
402-481-8782 or ana.anderson@bryanhealth.org

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to publish an annual security and campus safety report containing campus security and campus safety policies and procedures, as well as crime statistics. The report provides information to the campus community about crime reporting procedures, various policies, crime prevention programs, and campus crime statistics. By October 1st of each year, this report is made available to all current students and employees and upon request to any applicant for enrollment or employment.

The Clery Act was enacted in 1990, and amended in 1992, 1998, 2000, and 2008. In 2013, the Violence Against Women Reauthorization Act (VAWA) amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports. All statistics in this Annual Security Report are presented and updated in compliance with all amendments to the act, under the supervision of the Dean of Students in collaboration with Student Services, Bryan Medical Center Safety Officer and Bryan Medical Center Security

The Dean of Students sends an email to every enrolled student and current employee on an annual basis informing them of the availability of the Annual Security and Campus Safety Report prior to October 1st. The email and letter include a brief summary of the contents of this report. The email also include the web address where the Annual Security and Campus Safety Report can be found online, and notification that a physical copy may be obtained by making a request to Dean of Students Office by calling (402) 481-3904 or in person at the Dean of Students Office. Prospective students can access the Annual Security and Campus Safety Report through a link when applying for admissions to Bryan College of Health Sciences.

Bryan College of Health Sciences is concerned about the safety and welfare of the entire Bryan College community and its guests. The College has developed a number of procedures, polices, and programs to help promote a safe and secure learning and working environment.



Bryan College of Health Sciences-Mary Lanning Campus Location

The Clery Act requires that any institution, maintaining more than one campus, must comply with the Clery Act requirements by completing a separate ASR for each campus. The separate publication can be included with the primary campus's ASR and must clearly differentiate each campus's policies and statistics. All policy statements in this ASR apply to all campuses unless otherwise noted.

Bryan College of Health Sciences- Mary Lanning Campus Location does not have student housing facilities or non-campus properties. Therefore, the College is not required to comply with certain Clery Act regulations for campuses with student housing.

Employees and students at the Bryan College of Health Sciences East campus, Hastings College, and Mary-Lanning campus, are subject to the same policies and procedures covered in this report. Any differences in policies and laws specifically directed toward Bryan West campus, students and staff will be included in this section.

In August 2021, Bryan College of Health Sciences entered a partnership agreement with Mary Lanning Hospital in Hastings, Nebraska. The Clery Act defines Non-Campus as any building or property owned or controlled by a student organization that is official recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation tom the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. Hastings College is 110 miles west of the Lincoln location.

Clery Geography

Geography Definitions from the Clery Act

On-Campus defined as: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property defined as: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution (i.e. privately owned fraternity); or (2) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

The **Non-Campus geography** definition includes buildings or properties under temporary control during institutionally sponsored short-stay-away domestic or international trips for students of more than one night, or buildings or properties under temporary control during institutionally sponsored domestic or international trips for students to repeated locations.

Public Property defined as: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus or on-campus property/facilities. Bryan College of Health Sciences crime statistics do not include crimes that occur in privately-owned homes or businesses within or adjacent to the campus boundaries.

On-Campus Student Housing Facility defined as: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is considered a subset of the On-Campus category. Bryan College of Health Sciences does not have on-campus student housing facilities, other than our Hastings College Campus.

Reasonability Contiguous is defined as: Any building or property an institution owns or controls that is in a location that students consider to be, and treat as, part of the "campus." Bryan College does not have on-campus student housing facilities, except for Bryan College of Health Sciences -Hastings College.

Mary Lanning Hospital Campus Geography:

The Bryan College of Health Sciences Campus Location is sited at the Medical Offices Building at the Mary Lanning Healthcare Hospital (715 N. Kansas Street, Hastings, NE). Those defined geographical areas which are used to acquire data of reported crimes to both Campus Safety and the law enforcement, and the information is included into the annual security report.

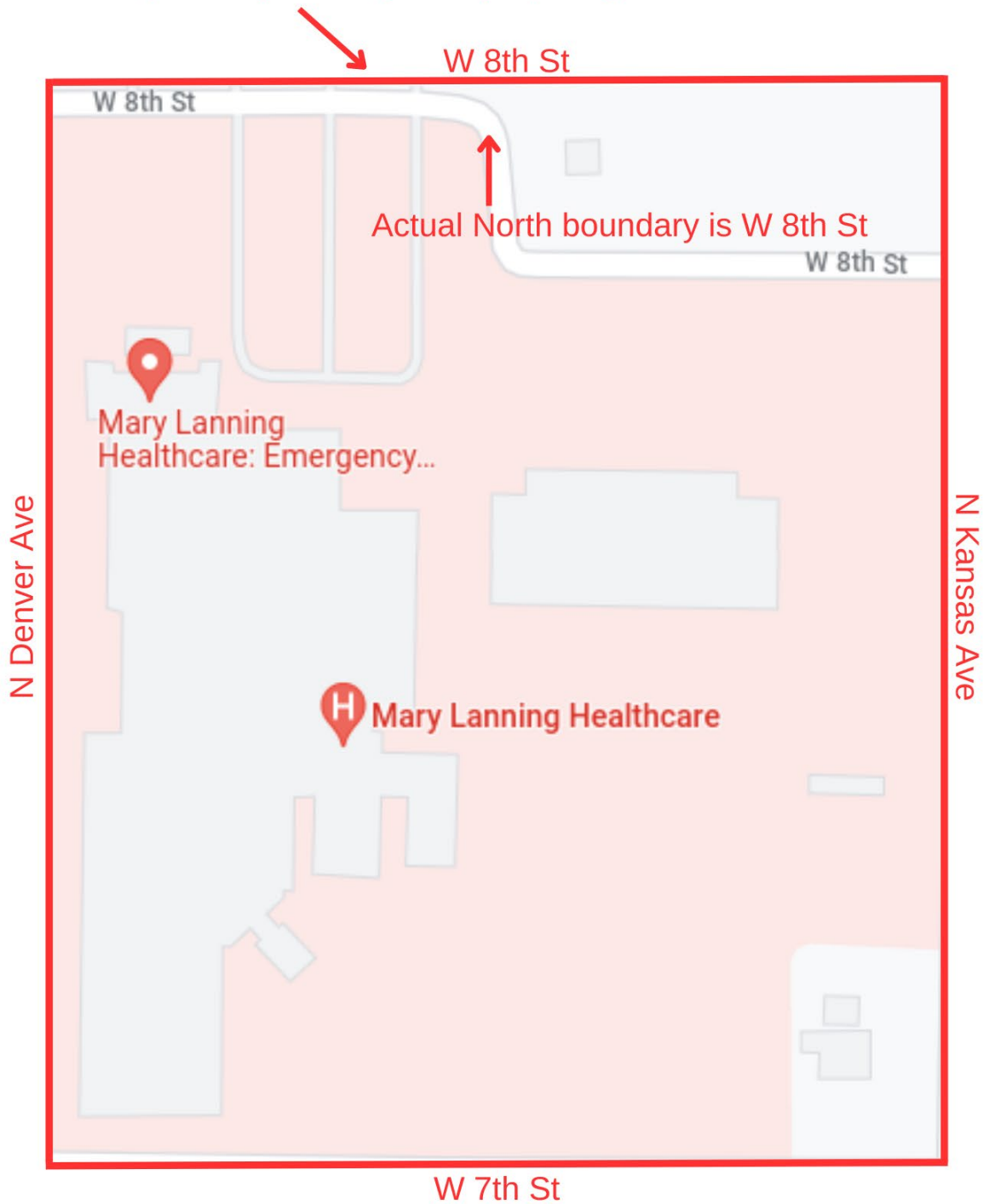
The Clery geography for the Mary Lanning Hospital Campus Location will include the owned portion of the third floor; stairs and elevators leading to the third floor; the hospital lobby, giftshop, and cafeteria; and the parking lots as well as bordering public streets and sidewalks. The Mary Lanning Hospital Campus Location does not provide any residence halls for students on the Mary Lanning Hospital Campus.

Mary Lanning Healthcare, Mary Lanning Campus

715 N Joseph Ave
Hastings, NE 68901
402-463-4521



Red line representing boundary of Clery Reporting



Crime/Emergency Reporting and College Response

Campus community members are encouraged to report all criminal actions, emergencies, suspicious behavior or other public safety related incidents occurring within the College's Clery geography to Mary Lanning's Safety & Security in an accurate, prompt and timely manner. The College's Clery geography which is the on-campus property as well as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus or immediately adjacent to and accessible from the Mary Lanning Hospital Campus.

Mary Lanning's Safety & Security Team (hereafter will be referred to as "Safety & Security") has been designated by Bryan College as the official office for campus crime and emergency reporting. Safety & Security strongly encourages the accurate and prompt reporting of crimes. Accurate and prompt reporting will ensure Safety & Security is able to evaluate, consider and send timely warnings notices, disclose crimes through ongoing disclosure processes such as the posting of crimes in the Daily Crime Log an accurately documenting reportable crimes in its annual statistical disclosure. Bryan College of Health Sciences further encourages accurate and prompt reporting to the Hastings Police Department when the victim of a crime elects to, or is unable to, make such report.

Safety & Security has the primary responsibility for patrolling Bryan College of Health Sciences campus and it has been designated at the institution primary reporting structure for crimes and emergencies. However, criminal incidents or incidents off campus can be reported to the local Hastings Police Department. The College has outlined below a list of primary campus security authorities (CSA or preferred receivers) of reports to whom crimes can be reported.

Primary Campus Security Authorities (CSA) or Preferred Receivers of reports:

Hastings Police Department - Emergency	911
Hastings Police Department - Non-Emergency	402-461-2380
Hastings Safety & Security	402-461-5370
Assistant Dean of Undergraduate Nursing Hastings	402-460-5820
Administrative Assistant	402-460-5824
Dean of Students/Title IX Coordinator	402-481-3804
Title IX Deputy Coordinator	402-481-8712

Also, and not limited to college officials who have significant responsibility for student and campus activity: this may include student club advisor, academic advisors, and students who hold a student assistant leadership position.

Response to Reports

Safety & security services are available 24 hours a day, seven days a week, including holidays. To contact a security officer at Bryan College of Health Sciences- Mary Lanning Campus 461-5370.

Responsibilities of the Bryan College of Health Sciences community for their own personal safety and security and the safety and securities of others

Campus safety is every individual's concern and responsibility. The success of the security staff is largely measured by the degree of support and cooperation it receives from the people it serves. All members of the campus community are expected to support the efforts of the Security Officers in developing and maintaining a safe and secure learning environment. Campus Security is managed by the Facilities Management Department of the Bryan Medical Center. The administrative office for Facilities Management is located in the basement of Bryan East Campus. If at any time an employee or a student believes that appropriate security procedures are not being followed, or that the Medical Center/Bryan College of Health Sciences environment is not safe, please call extension 18990 from a medical center phone or 402-481-8990 from an off campus phone to speak to the Director of Facilities Management.

Bryan security is available to escort individuals to/from the medical center or college or to/from their vehicles when requested. Assistance also will be provided to jump start vehicles and inflate tires. Vehicle registration and parking regulations at Bryan Medical Center/Bryan College of Health Sciences are enforced by the Medical Center Security Officers.

Safety Tips

The following safety tips are provided to help reduce the potential for crime:

- Always keep your car, house, apartment, or room locked. Keeping doors open for even short periods of time could affect your personal safety or result in theft or vandalism of your belongings.
- Keep valuables out of sight. If in your house/room, lock them in a safe place. If in car, lock them in your trunk.
- Do not leave purses, books, or backpacks unattended in classrooms, lounges, or in the library. Lockers are available at the College for student use.
- Do not walk, run, or jog alone. This is especially important at night and early in the morning when it is dark and there are few people around.
- Use sidewalks whenever possible and stay in well-traveled and well lighted areas.
- Walk with a purpose. This will show you are confident and are not likely to be an easy victim.
- Let someone know where you are and when you plan to return. If you are missed, someone can look for you.

Voluntary Confidential Reporting

Bryan College of Health Sciences encourages anyone who is the victim or witness of any crime to promptly report the incident to Campus Security or the Local Lincoln Police Department. Campus Security does not have a voluntary confidential reporting process. Campus Security reports are not law enforcement reports, therefore Campus Security cannot hold reports of crime in confidence.

Confidential Reporting

Students may make confidential reports to Pastoral Counselors and/or Professional Counselors. Pastoral Counselors and Professional Counselors when acting in their capacity and function as Bryan College of Health Sciences Counselors do not make identifiable reports of incidents to the Official On-Campus Resources unless the student specifically requests them to do so; however, the College encourages counselors, if and when they deem it appropriate, to inform studies they can report incidents of crime to Campus Security.

Anonymous Reporting

The College will attempt to respond to reports of Prohibited Conduct brought anonymously or brought by third parties not directly involved in the reported conduct, to the greatest extent practical. However, the response to such reports may be limited if information presented in the report cannot be verified by independent facts. The Anonymous Online Reporting form [may be found here](#).

Mandatory Reporting

The College requires all faculty and staff to report incidents of harassment, discrimination, sexual and/or relationship misconduct to the Title IX Coordinator or the Title IX Deputy Title IX Coordinator. Student Employees and the administration of their job duties, are also considered mandatory reporters. All individuals in the State of Nebraska are mandatory reporters in the child abuse and neglect. Reports of suspected child abuse and neglect must be made to local authorities or the Nebraska Child Abuse and Neglect hotline: 800-652-1999 or <https://dhhs.ne.gov/Pages/Child-Abuse.aspx>.

Law Enforcement Jurisdiction and Crime Reporting

Bryan College of Health Sciences does not maintain any security presence or response at the Mary Lanning Campus Location. Mary Lanning Hospital provides security service for the entire hospital and is not under the control of Bryan College of Health Sciences. If a college member requires security assistance, they should contact 402-461-5370.

Professional Counselors

Mental Health Practitioner

216B; 402-481-3831

Continuum EAP

3401 Village Drive, Suite 210

Lincoln, NE 68516

402-476-0186 or 1-800-755-7636

Pastoral Care

Bryan Health

402-481-5130

Campus Timely Warning Notices

The Executive Committee of the College in conjunction with Bryan Medical Center Security using their professional judgment will issue a timely warning for any serious incident when it represents a serious or continuing threat to students and employees and enough information is known about the crime to determine what information to release. The primary method of warnings will be through the College email system. The College may also issue timely warnings through posting of flyers around campus, in-class announcements, Bryan College mobile app, public address system, or other appropriate means.

Warnings will generally include the nature of the threat, source of the information, and suggested precautions to be taken. The College would not immediately issue a notification for a serious incident if doing so will compromise efforts to assist a victim, contain the emergency, respond to the emergency or otherwise mitigate the emergency. An example of not compromising efforts to mitigate the emergency might be agreeing to a request of local law enforcement. Whether or not to issue a timely warning will be decided on a case by case basis in light of all the factors surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

Campus Safety Alert Distribution Matrix

Methods	Primary Message Creator	Backup Message Creator	Authority to Approve/Send	Primary Message Sender	Backup Message Sender
App Notification	Provost	Dean of Students	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Provost	Dean of Enrollment Management
Email Notification	Dean of Students or Assistant Dean of Undergraduate Nursing-Hastings	Provost	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Students; or their designee.	Provost
Website	Dean of Students	Provost	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Posting on Entrance Doors, Lobby Areas	Administrative Assistant-Hastings	Assistant Dean of Undergraduate Nursing-Hastings	Dean of Students	Administrative Assistant-Hastings	Assistant Dean of Undergraduate Nursing-Hastings
Social Media Platforms	Provost	Dean of Enrollment Management	Dean of Students	Dean of Enrollment Management	Recruitment Coordinator
Press Release	Director of Advancement	Provost or Dean of Students	If time allows, consult with President; or their designee; or, if time does not permit, the primary or backup creator sender can proceed.	Dean of Enrollment Management	Dean of Students

Mary Lanning Campus Location safety notifications:

In an effort to provide timely warning to the Bryan community in the event of a crime which may pose a serious and ongoing threat to members of the Bryan community, a timely warning notice is distributed to all students and employees via email and the warning system.

Public Safety Notices

A Public Safety Notice may be sent to the campus community for general crime prevention purposes, to inform the community of crimes and/or incidents that are not generally time sensitive or considered to be a continuing threat, but important to be aware of, and/or to inform the campus of incidents occurring on, around, or even off campus that do not meet the requirements or specifications for distribution of a Campus Safety Alert.

A Public Safety notice may be sent to the campus community via the Bryan App, or they may be sent via email to all students and employees on campus. A Public Safety Notice is generally written and distributed to the campus community by the Assistant Dean of Undergraduate Nursing-Hastings or Safety & Security.

Updates to the campus community about any particular case resulting in a Public Safety Notice, when deemed necessary and may be distributed by the Assistant Dean of Undergraduate Nursing-Hastings or Safety & Security as deemed necessary and appropriate.

Mary Lanning Campus Location safety notifications:

In an effort to provide timely warning to the Bryan community in the event of a crime which may pose a serious and ongoing threat to members of the Bryan community, a timely warning notice is distributed to all students and employees via email and the warning system through the phone system.

Timely Warning Obligations regarding Clery Act Crimes:

If Security personnel determine that the alleged responding party(s) poses a serious and immediate threat to the Bryan community, the Dean of Students will issue a timely warning to the community which is to include information representative of a serious or continuing threat to students or employees. Any such warning will not include any information that identifies the reporting party's name and other identifying information while providing enough information for community members to make safety decisions in light of the potential danger.

Mary Lanning Emergency notification system :

All students, faculty and staff at Hastings are notified via phone system of emergencies, fires and/or threatening weather conditions.

Security of and access to Hastings Location Facilities**Access FOBs:**

Mary Lanning Healthcare uses an electronic FOB system. Students will have FOB access via their Mary Lanning ID Badge, to the main doors of the Medical Office Building and the Bryan College of Health Sciences student space. To maintain security, lost badges should be reported immediately to the Administrative Assistant at the Hastings Location for deactivation and to acquire a new badge.

Mary Lanning Security Staff – Review Emergency Procedures:

Mary Lanning Security and Bryan personnel meet yearly to discuss emergency procedures for the Bryan College of Health Sciences space on the third floor of the Medical Office Building.

Mary Lanning Security

Mary Lanning Security Office:

Mary Lanning Security office is located at 715 N. St. Joseph Avenue – in the Mary Lanning Hospital facility. Security is staffed 24 hours a day, 7 days a week during the year. Please contact Mary Lanning Security if you have any concerns about safety and security, including if you witness any suspicious activity. Security can be reached at (402) 461-5160.

Law Enforcement & Jurisdiction:

Mary Lanning Security staff does not have the authority to arrest individuals found in violation of state or local city law. Hastings Police Department, Adams County Sheriff Department, and Nebraska State Patrol officers do have arrest authority for individuals found in violation of state or local city law that are on the Medical Office Building property. The Mary Lanning

Security staff work directly with all law enforcement agencies (particularly the Hastings Police Department) to ensure the safety of all visitors, students and employees on site.

Daily Crime Log

Mary Lanning Hospital Safety & Security makes the Daily Crime log open to public inspection during normal business hours (typically Monday – Friday from 8:00 a.m.-4:30 p.m., except holidays) by requesting from the Dean of Students. The information in the crime log typically includes, crime classification, date occurred, general location of crime, and disposition of each reported crime.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes/incidents within the college’s Clery geography is updated information regarding previously reported crimes are entered onto the Daily Crime log within two business days of when it is reported to Mary Lanning Hospital Safety & Security. It is important to note the Mary Lanning Hospital Safety & Security has no expanded patrol jurisdiction outside of its identified Clery Geography.

Preparation of Annual Disclosure of Crime Statistics and Clery Compliance

Classifying Crime Statistics

The statistics in this brochure are published in accordance with the definitions and many of the standards and guidelines used by the FBI Uniform Crime Reporting (UCR) Handbook, relevant Federal law (the Clery Act), and applicable State law.

Clery Act Reporting

For Clery Act reporting purposes, the number of victims involved in a particular incident is indicated in the statistics column for the following crime classifications: Murder/Non-Negligent Manslaughter, Manslaughter by Negligence, Sex Offenses, and Aggravated Assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart. The number reflected in the statistics for the following crime categories includes one offense per distinct operation: Robbery, Burglary, Larceny, Vandalism, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart. In cases of Motor Vehicle Theft, each vehicle stolen is counted as a statistic. In cases involving Liquor Law, Drug Law, and Illegal Weapons Law violations, the statistics indicate the number of people arrested by law enforcement or referred to the Office of Student Rights and Responsibilities or Human Resources for possible disciplinary action for violations of those specific laws.

Hate crimes are reported in narrative form and are separated by category of prejudice. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense that was motivated by the offender’s bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of their bias against the victim’s race, sexual orientation, gender, religion, ethnicity, national origin, gender identity, or disability, the assault is then also classified as a hate crime. For Clery Act Purposes, Hate Crimes include any of the following offenses that are motivated by the offender’s bias: Murder and Non-negligent Manslaughter, Sexual Offenses (rape, fondling, incest and statutory rape), Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/ Vandalism of Property.

Campus SaVE was signed into law on March 7, 2013, as part of the reauthorization of the Violence Against Women Act (VAWA); it covers students and staff of institutions of higher education and amends the Jeanne Clery Act to include new reporting requirements for Domestic Violence, Dating Violence, and Stalking and additional policy statements and training requirements.

BCHS-Mary Lanning Campus Location				
<u>Offense</u>	<u>Year</u>	<u>On-Campus Property</u>	<u>Non-campus Property</u>	<u>Public Property</u>
Murder/Non-negligent manslaughter	2022	0	0	0

Manslaughter by Negligence	2022	0	0	0
Rape	2022	0	0	0
Fondling	2022	0	0	0
Incest	2022	0	0	0
Statutory rape	2022	0	0	0
Robbery	2022	0	0	0
Aggravated Assault	2022	0	0	0
Burglary	2022	0	0	0
Motor vehicle theft	2022	0	0	0
Arson	2022	0	0	0

<u>Offense</u>	<u>Year</u>	<u>On-Campus Property</u>	<u>Non-campus Property</u>	<u>Public Property</u>
Stalking	2022	0	0	0
Dating Violence	2022	0	0	0
Domestic Violence	2022	0	0	0

<u>Hate Crimes Reporting Table</u>	
2022	No Hate Crimes Reported (0)

<u>Unfounded Crimes Reporting Table</u>	
2022	No Unfounded Crimes Reported (0)

<u>Offense</u>	<u>Year</u>	<u>On-Campus Property</u>	<u>Non-campus Property</u>	<u>Public Property</u>
Arrests: Weapons: Carrying, Possessing, etc.	2022	0	0	0
Arrests: Drug Abuse Violations	2022	0	0	0
Arrests: Liquor Law Violations	2022	0	0	0

Disciplinary Referrals: Weapons: Carrying, Possessing, Etc.	2022	0	0	0
Disciplinary Referrals: Drug Abuse Violations	2022	0	0	0
Disciplinary Referrals: Liquor Law Violations	2022	0	0	0

Missing Student Notification Procedures & Policies

If a member of the Bryan College of Health Sciences community has reason to believe that a student is missing for 24 hours, the student's name and reason for concern will be reported immediately to one of the following:

- Mary Lanning Safety and Security Manager (402-461-5370)

These individuals will collaborate with Hastings Police Department to assist in locating the missing student.

If there is evidence of foul play, a student can be determined missing before 24 hours have lapsed. BCHS will notify HPD within 24 hours of determination that a student is missing unless HPD was the entity that made the determination that the student was missing.

If the missing student is over the 18 years of age, or is an emancipated minor, the College will contact the emergency or confidential contact designated by the student within 24 hours of the determination that the student is missing.

Emergency Response and Evacuation Procedures

- **Tornado Watch** – Issued when weather conditions exist that could produce a tornado. A tornado watch may last for several hours.
- **Tornado Warning** – Issued when a tornado has actually been sighted in the area or indicated by radar. At this time, the Civil Defense warning sirens are sounded, and the Nebraska Weather Service broadcasts the emergency messages.

Notification for severed Tornado Watches/Tornado Warnings will go out automatically to all hospital phones and computers as soon as the National Weather Service pushes them out. Switchboard operators will page these in the event the phone systems goes down.

Notification for severed Tornado Watches/Tornado Warnings will go out automatically to all hospital phones and computers as soon as the National Weather Service pushes them out. Switchboard operators will page these in the event the phone systems goes down.

Tornado Watch - When notified of a tornado "watch" effecting Hastings, the switchboard operator will page an announce over the public address system:

- This will be repeated until the watch expires.
- Review safe areas.
- Consider how you will get there.
- An "All Clear" will be announced when the watch expires or is canceled prior to its scheduled expiration time.

Tornado Warning – Mary Lanning Hospital

- Evacuate to the ground floor and waiting room, doors shall be closed. If possible, find a blanket to cover yourself for protection.
 - You may be directed to Ground Floor safe areas (Cafeteria and Conference Room 1)
- Stay in the safe area until the city announces "all clear".
- Staff, visitors and patients; Go to safest area possible with the time you have.
 - Relatively safe areas include:
 - Away from outside walls

- Areas with no windows
- The lower in the building the better
- Basement areas without windows are best
- Remain in the safe area until notified of an "All Clear".

General Safety Instructions:

- Do NOT use elevators during a Tornado Warning
- Seek shelter in the designated safe areas
- Use blankets to protect you from flying glass or debris

Fire Emergency – EC.01.01.01.EP7 - Hastings

If you see smoke, smell something burning, or see fire, initiate the fire plan (**R-A-C-E**)

Announced overhead as "**A Fire Alarm has been activated in**+ Location + **Please avoid this area**"

R – Remove those in immediate danger to a safe area.

A – Alarm

- Activate the nearest fire pull station.
- Call "6" (off sites call 9-9-1-1) and give:
 - Exact location of fire (room number and building)
 - Your name, and
 - Type of fire (if known).

C – Contain the fire by closing doors to the area of the fire.

- Close all doors and windows (even in areas remote from the fire but in the same building).

E –Evacuate if fire or smoke is discovered:

Evacuate as follows:

- First, evacuate the area of the fire, adjoining rooms, and rooms above and below.
- If necessary to leave the area, evacuate horizontally away from the fire through the fire doors into another fire/smoke compartment.
- Business occupancies should evacuate the building.
- If needed, evacuate vertically.
- Use evacuation tools if needed (MedSled, ParaSlyde, Stair Chair)
- Inpatient, outpatient, and diagnostic care areas complete Form #502, Patient Fire/Tornado/Evacuation Sheet (obtain from Distribution, online in electronic "Policies and Procedures," or print out from the EMR, also behind the Forms Tab at the back of this guide).
- Elevators may be used if they are working.
- Do not run.
- Follow the evacuation routes and plans outlined in the unit specific fire plan.

E – Or Extinguish, if you can do it safely and you feel comfortable doing so. Use a fire extinguisher by initiating **P-A-S-S: Do not put yourself in danger to extinguish a fire.**

- Pull the pin by twisting and pulling (do not have thumb on upper handle or pin will not come out)
- Aim at the base of the fire (if you hit the fire it is apt to come back on you and cause burns)
- Squeeze the handle, and
- Sweep back and forth to suffocate the fire.

Active Shooter – SAF229.00 - Hastings

To Implement – The Active Shooter protocol will be implemented when a person or persons enter our building or grounds armed with a firearm with the intent to do harm or threatening to do harm to those present or is actively shooting.

- If an armed intruder enters our building the first response will be to protect as many of our patients, visitors and staff as possible. At the same time we will summon help from internal and external resources.
- Your personal response may need to be made in a hurry. Difficult decisions will need to be acted on quickly. Make the best response decisions you can and try to limit the harm inflicted on yourself and those around you.

Notification by observing person/employee

- Make the best decision you can as to order of notifications
- Call the hospital code phone at 5277 (if in a hospital building) Or, 402-984-4950 (If outside the hospital building). Inform the operator of the Active Shooter.
- Call 911 and inform the operator of the Active Shooter.
- Notify an Administrator, Supervisor, or Faculty member, if possible
- Provide this information:
 - The 911 Call say: "This is Mary Lanning (give location, plus area) we have an armed intruder in the building, gunshots (not) fired."
 - The 5277 Call say: "We have an Active Shooter in the building (provide area), gunshots (not) fired."
 - If possible provide a description of the person(s) and their location

Announcement

- The Switchboard Operator will announce three times: "Active Shooter"
 - If you have a panic button in your area this would be a suggested time to activate it.

For those not involved in the initial or direct response:

1. REMAIN CALM
 - a. Think about where you are in regards to where the active shooter(s) is/are present.
2. RUN
 - a. If you are not in the area where the active shooter(s) is/are and you are not involved in patient care, leave your belongings and area by finding the nearest exit and get a safe distance away from the MLH facility you are located at.
 - Bring others that are able, visitors, and colleagues if you can.
 - Do not stop to wait or allow your escape to be hindered by anyone. The shooter(s) are looking for easy targets in large groups
3. HIDE
 - a. Find a safe location, lock the door, and place heavy objects against the door to impede progress.
 - b. Turn off lights and silence your cell phones to give the appearance of being in an unoccupied area.
 - c. Hide behind turned tables, desks, bookshelves, or anything else that might offer shelter.
 - If you are with a patient and they can get out of their bed please move them to a chair, place the bed behind the door and apply the brake.
 - If you work in a clinic, use any furniture that locks or is heavy enough to block the door.
 - Turn off the lights and any other electronic devices that make noise.
 - If you have a vocera on your person, remove the battery so as not to take the chance of messages coming through.
4. FIGHT - ONLY AS A LAST RESORT!!
 - a. Find some type of improvised weapon like a fire extinguisher, a chair, or other heavy and possibly sharp objects.
 - b. Form a group and a plan. Commit to your actions and move those that are unable to the back or behind objects.
 - c. Act aggressively towards your attacker(s) and do your best to incapacitate them.
 - d. Once you have them down remove the weapon from their hands and leave the area.

- e. Report to the first security officer or law enforcement person you find when leaving the area.
5. When law enforcement arrives they will assume command of the situation.
 - a. The facility will provide assistance as needed, which may include providing access badges or keys, floor plans of the area, and any live feed cameras that the facility can provide.
 - b. Law enforcement responding to an active shooter are trained to proceed immediately to the area in which shots were last heard in order to stop the shooting as quickly as possible.
 - c. The first responding officers may be in teams; they may be dressed in normal patrol uniforms, or they may be wearing external ballistic vests and Kevlar helmets or other tactical gear. The officers may be armed with rifles, shotguns, and handguns.
6. Tips to remember when law enforcement arrives at your location:
 - a. Remain calm and follow their instructions.
 - b. Put down any items in your hands.
 - c. Immediately raise hands and spread fingers.
 - a. Law enforcement is taught that hands use weapons therefore hands can kill.
 - d. Avoid making quick or sudden movements toward officers such as attempting to grab or hold onto them for safety.
 - e. Do not stop to provide first aid to the injured. Proceed to the nearest exit.
 - f. Avoid pointing, screaming, or yelling.
 - g. Do not stop to ask them for help or directions when evacuating, simply listen to their commands and move as instructed.
7. Hospital Incident Command will establish a Unified Command with Law Enforcement and the Fire Department.
 - a. Location will be determined after consultation with law enforcement.
 - b. Law enforcement will be determined when an active shooter situation is clear.
 - c. Recovery will be directed by Hospital Incident Command.
 - d. Hospital Incident Command will work with law enforcement regarding continuity of operations as the location(s) of the incident are considered a crime scene and may not be available for patient care or staff access.
 - e. Hospital Incident Command will work with law enforcement regarding staff and visitor retrieval of personal items.
8. For Staff, Faculty, & Students - once you have given the all clear by law enforcement:
 - a. Search your area for hiding or injured persons.
 - b. Report to direct supervisor or staff member.

Drug and Alcohol Policy and Procedure

These laws are universal for both Lincoln East, Lincoln West, and Mary-Lanning Campus Locations. Please refer to page 29.

Alcohol and Other Drugs

Bryan East, West, and Mary Lanning Campus Locations alcohol and drug policy is universal for these campus locations and can be found on page 34.

Nebraska State Laws Regarding Alcohol, Drugs, and Weapons

Nebraska state laws pertaining to alcohol, drugs, and weapons are the same for all campus locations and can be found on page 34.

Federal Drug Trafficking Penalties

Federal penalties related to possession, manufacture, sale, or distribution of illicit drugs are universal and can be found on page 36.

Drug Free Schools and Communities Act (DFSCA) Compliance

Bryan College of Health Science's Drug and Alcohol Abuse Prevention is emailed to all employees and all students at the beginning of the fall academic semester.

Information related to alcohol and other drug use can be found in the Bryan College Student Handbook. Additional alcohol and drug policies, standards of conduct, applicable disciplinary sanctions, health risks, counseling, processes, goals, and objectives can be found on the Bryan College of Health Sciences website. The biennial report, developed in accordance with the Drug Free Schools and Communities Act (DFSCA) of 1989, can be also obtained by contacting the Dean of Students Office.

- Contact the Dean of Students Office by dialing (402) 481-3804 or on-campus extension 3804, or in person at Bryan College Health Sciences, East Campus Office 233.

Bryan College of Health Sciences Title IX Sexual Harassment and Non-Discrimination Policy Statements

BCHS's policy is universal for Bryan College of East, West, and Mary-Lanning Campus locations and can be found on page 52.

Federal Laws Related to Title IX and Sexual Harassment and VAWA Definitions

These laws are universal, and definitions are universal for all campus locations and can be found on page 37.

Nebraska State Laws: Harassment, Discrimination, Sexual and Relationship Misconduct

All State laws governing Bryan College of East, West, Mary-Lanning, and Hastings College Campus locations are the same and can be found on page 52.

Sex Offender Registry

The Nebraska Sex Offender Registration Act (Neb. Rev. Statute 29-4001-29-4115) requires certain classes of sex offenders to register with local law enforcement officials. Registry information regarding Level 3 (high risk) offenders is published in local newspapers and is also available to the public at <http://www.nsp.state.ne.us> on the Nebraska State Patrol's website. The Act also requires certain institutions, including colleges and universities, to monitor the presence of Level 2 (moderate risk) sex offenders at their facilities. College officials will routinely receive information regarding moderate risk sex offenders residing in Lancaster County. This information is not available to the public and will be shared with designated staff responsible for monitoring activities on campus.

Title IX Sexual Harassment Policy Statements

BCHS Lincoln East, Lincoln West, and Mary-Lanning Campus Locations policy is universal for these three campuses, and policy statements can be found on page 52.

Steps to Follow When a Crime of Sexual Assault, Dating/Domestic Violence, or Stalking has occurred.

The procedures to follow for BCHS Lincoln East, Lincoln West, and Mary-Lanning Campus Locations are the same and can be found on page 45.

Facilitated Anonymous Reporting Through Professional Counselors Privileged and Confidential Communication

*Professional Counselors

Professional, licensed counselors who provide mental-health counseling to members of the College community are not required to report any information about the incident to the Title IX Coordinator without a client's permission. There are currently no procedures to encourage professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

*Non-professional Counselors and Advocates

Individuals who work in the BCHS Mental Health Practitioner, EnCourage Advocacy Center, Health and Wellness Services, and Bryan Medical Center, Employee Health can generally talk to a client without revealing any personally identifying information about an incident to the College. A client can seek assistance and support from these individuals without triggering a college investigation that could reveal the client's identity or that the client has disclosed the incident.

While maintaining a client's confidentiality, these individuals or their office should report the nature, date, time, and general location of an incident to the Title IX Coordinator. This limited report, which includes no information that would directly or indirectly identify the client, helps keep the Title IX Coordinator informed of the general extent and nature of sexual violence on and off campus so the coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the client to ensure that no personally identifying details are shared with the Title IX Coordinator. These individuals or their office will also report the nature, date, time, and general location of an incident (but not the identity of the client, unless necessary to promote safety) to the Security Department so that the report can be included in the College's crime statistics.

A client who speaks to a professional or non-professional counselor or advocate must understand that, if the client wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

These counselors and advocates will assist the client in receiving necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health, or mental health services, and changes to working or course schedules. A client who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the client with assistance if the client wishes to do so.

Anonymous Online Reporting

The College will attempt to respond to reports of Prohibited Conduct brought anonymously or brought by third parties not directly involved in the reported conduct, to the greatest extent practical. However, the response to such reports may be limited if information presented in the report cannot be verified by independent facts. The Anonymous Online Reporting form [may be found here](#).

Professional Counselors

BCHS Mental Health Practitioner

Mel Stutzman
Bryan College of Health Sciences
Office 216b 402-481-3831

EnCourage Advocacy Center

220 S. Burlington Ave #4
Hastings, NE 68901
402-463.5810

Continuum EAP

1135 M Street, Suite 400
Lincoln, NE 68508
402-476-0186 or 1-800-755-7636

Non-professional Counselors and Advocates

Health and Wellness Services

Melinda White & Jeannine Neihardt
Bryan College of Health Sciences
Office 214b
402-481-8468

Employee Health Services

Bryan Health
West Campus
402-481-8622

Employee Assistance Program

Bryan College of Health Sciences provides Continuum Employee Assistance Program (EAP) for use by students and employees. The Continuum EAP is available to provide students and employees with such problems as sexual or physical abuse, depression, marital and relationship conflict, stress, grief, critical incident stress, anxiety, and other personal matters. All students and employees, regardless of performance, are eligible. The contact number of the Continuum EAP is listed above.

Assistance for Victims – Rights and Options

Counselors and advocates will assist the individual in receiving necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health, or mental health services, and changes to working or course schedules. An individual who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the individual with assistance if the individual wishes to do so.

Accommodations and Protective measures available for Victims

Bryan College of Health Sciences takes strong responsive action to protect the safety of an individual. The Title IX coordinator is responsible in gathering sensitive information dealing with sexual misconduct. In every report of sexual misconduct, the Title IX Coordinator will conduct a Title IX inquiry. At the conclusion of the Title IX inquiry, in consideration of the Complainant's wishes and the safety of the campus community, the report may be referred for supportive measures and/or a Title IX Complaint may be filed. Supportive measures address a Complainant's safety and well-being and continued access to educational and employment opportunities. Protective measures involve action against a respondent.

Confidentiality

The College is committed to fair and prompt procedures to investigate and adjudicate reports of sexual misconduct and to the education of the College community about the importance of responding to all forms of sexual misconduct. Special emphasis is placed on the rights, needs, and privacy of the student with a complaint, as well as the rights of the accused while adhering to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct. The College strives to create an environment which encourages students to come forward if they feel they have been the victim of sexual misconduct. While the College strives to protect the confidentiality of both complainant and respondent, complete confidentiality cannot be guaranteed. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, but its ability to do so may be limited based on the nature of the request. The College must balance the needs of the individual student with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident and individual circumstances, further action may be necessary including a campus security alert, timely warning and/or notification of local law enforcement. Personally identifying information about complainants will not, however, be released in campus security alerts or timely warnings.

Victims may request that directory information on file with the College be withheld by request. This request can be made to the Registrar's Office in person or by calling (402) 481-8718. Regardless of whether a victim has opted out of allowing the College to share "directory information," personally identifiable information (PII) about the victim and other necessary parties will be treated as confidential and only shared with person who have a specific need to know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

ON- and OFF-Campus Services for Victims

Professional, licensed counselors who provide mental-health counseling to members of the College community are not required to report any information about the incident to the Title IX Coordinator without a individual's permission. There are currently no procedures to encourage professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Following is the contact information for these individuals:

- BCHS Mental Health Practitioner Mel Stutzman Bryan College of Health Sciences Office 216b 402-481-3831

- EnCourage Advocacy Center, 220 S. Burlington Ave #4, Hastings, NE 68901 402-463-5810
- Continuum EAP 3401 Village Drive, Suite 210, Lincoln, NE 68516 402-476-0186 or 1-800-755-7636
- Pastoral Care Bryan Health – 402-481-5130

Individuals who work in the on-campus Professional Development Services and Health and Wellness Services, and Bryan Medical Center, Employee Health can generally talk to an individual without revealing any personally identifying information about an incident to the College. An individual can seek assistance and support from these individuals without triggering a college investigation that could reveal the individual's identity or that the individual has disclosed the incident.

Following is contact information for these non-professional counselors and advocates:

- Health and Wellness Services Melinda White & Jeannine Neihardt; Bryan College of Health Sciences Office 208 402-481-8468
- Employee Health Services Bryan Health East Campus West Campus 402-481-8622

All Reports of sexual or relationship misconduct occurring on the Bryan East, West, and Mary Lanning Campus Locations will be reviewed, investigated, and adjudicated by the Title IX Coordinator or Deputy Title IX Coordinator.

Title IX Coordinator:

- Alethea Stovall, Dean of Students, 1535 S. 52nd St., office #233, Lincoln, NE 68506, 402-481-3804 or alethea.stovall@bryanhealth.org

Deputy Title IX Coordinator:

- Sue Pilker, Assistant Dean of Undergraduate Nursing 1535 S. 52nd St., office #321, Lincoln, NE 68506, 402-481-8712 or sue.pilker@bryanhealth.org

Annual Fire Safety Report

An institution that maintains any on-campus student housing facilities is required to publish an Annual Fire Safety Report disclosing fire safety policies and procedures as well as fire statistics occurring in those facilities. Bryan East, West, and Mary Lanning Campus Locations does not maintain student housing; therefore, is not required to comply with this regulation.

Community Resources –

Mary Lanning Healthcare

715 N. Kansas Avenue- Hastings, NE
402.463.4521
<https://www.marylanning.org>

Hastings Police Department

317 S. Burlington Ave- Hastings NE
402.461.2380
<https://www.cityofhastings.org/departments/police/education-and-programs/crime-prevention.html>

Adams County Sheriff's Office

500 W. 4th Street – Hastings, NE
402.461.7181
<https://www.adamscounty.org>

enCourage Advocacy Center (The Spouse Abuse Sexual Assault Crisis Center - is now enCourage Advocacy Center)

220 S. Burlington Ave #4, Hastings, NE 68901
402.463.5810
24/7 Hotline – 877.322.7272
<https://www.encouragecenter.org>

Catholic Social Services

333 W. 2nd Street, Hastings NE
402.463.2112
https://csshope.org/who_we_are/css-outreach-offices/hastings.html

CASA of South Central Nebraska

835 S. Burlington Ave, #106, Hastings NE
402.463.1030
<https://casaofscne.org/>

Community Action Partnership of Mid-Nebraska (Hastings Community Services Coordinator)

2525 W. 2nd St. #110, Hastings NE
402.463.7679
<https://communityactionmidne.com/>

Youth for Christ

2501 W. 2nd St., Hastings NE
402.463.1600

Crossroads Mission Avenue – Shelter

702 W. 14th St., Hastings NE
402.462.6460

Community Resources – Grand Island

CHI St. Francis Hospital

2620 W. Faidley Ave.
308.384.4600 chihealth.com/st-francis.html

Grand Island Police Department

111 Public Safety Drive | 308.385.5400
Emergency: 911
<https://www.gipolice.org>

Hall County Sheriff's Office

111 Public Safety Drive | 308.385.5200
Emergency: 911
<https://www.hallcountyne.gov>

Crisis Center Grand Island

2251 N. Webb Rd.
308.381.0555 | 866.995.4422

Lutheran Immigration Services

1811 W. 2nd St., Suite 325
308.382.4255
onelfs.org/new-americans/immigration-legal-services

Legal Aid of Nebraska

1811 W. 2nd St., Suite 440
308.381.0517
legalaidofnebraska.org

Grand Island Mental Health and Medical Clinic

1917 W. Faidley Ave.
308.398.0350
grandislandmentalhealth.com

Live Well Counseling Center

3532 W. Capital Ave.
308.381.7487 livewell-gi.com

St. Francis Alcohol and Drug Treatment Center

2112 W. Faidley Ave.
308.398.5427
chihealth.com/en/services/behavioral-care/levels/residential/st-francis-alcohol-drug-treatment.html

Mid-Plains Center for Behavioral Healthcare Services

914 Bauman Drive
308.385.5250
midplainscenter.org

24-Hour Hotlines:

The National Domestic Violence Hotline

800.799.SAFE (7233)
thehotline.org

The National Suicide Prevention Lifeline

800.273.TALK (8255)

Crisis Text Line

Text HOME to 741741 from anywhere in the United States, anytime, about any type of crisis. A live, trained Crisis Counselor receives the text and responds, all from a secure online platform. Find out more about how it works at crisistextline.org

Suicide Prevention for LGBTQ Youth

through the Trevor Project:

- The Trevor Lifeline is a 24/7 suicide hotline: 866.4.U.TREVOR (866.488.7386)
- TrevorChat: Online instant messaging available 7 days a week, 3–10 p.m. ET (Noon–7 p.m. PT)
- TrevorText: Confidential and secure resource that provides live help for LGBTQ youth with a trained specialist, over text messages. Text TREVOR to 202.304.1200 (available 7 days a week, 3–10 p.m. ET, Noon–7 p.m. PT)

Veterans' Suicide Prevention Lifeline

800.273.TALK (800.273.8255)

SAMHSA Treatment Referral Hotline (Substance Abuse)

800.662.HELP (800.662.4357)



Hastings College Campus
2022
ANNUAL SECURITY REPORT
2022-2023 Academic Year
2019-2021 Crime Statistics

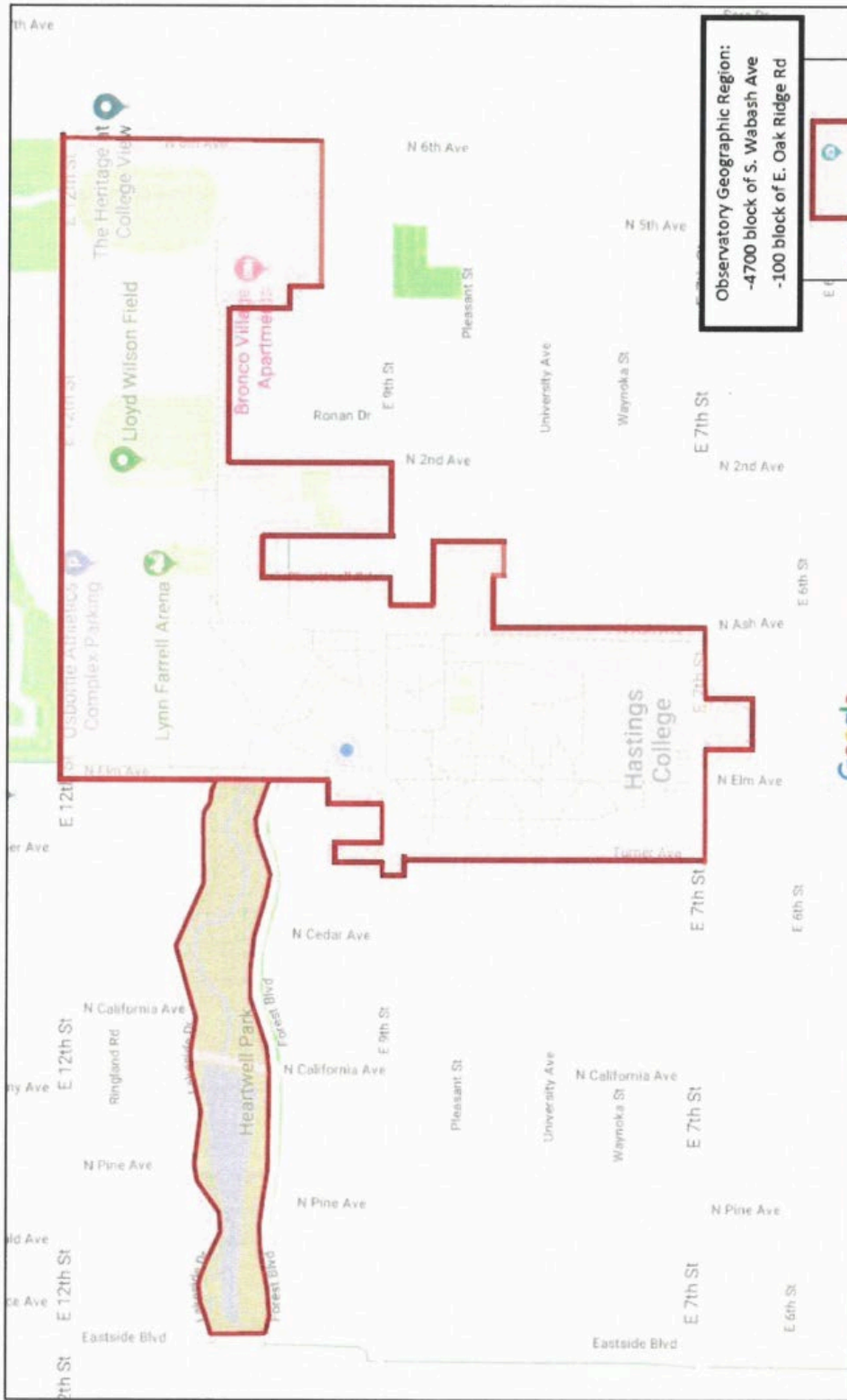
Bryan College of Health Sciences-Hastings College Campus Location

The Clery Act requires that any institution, maintaining more than one campus, must comply with the Clery Act requirements by completing a separate ASR for each campus. The separate publication can be included with the primary campus's ASR and must clearly differentiate each campus's policies and statistics. All policy statements in this ASR apply to all campuses unless otherwise noted.

In August 2021, Bryan College of Health Sciences entered a partnership agreement with Hastings College in Hastings, Nebraska. The Clery Act defines Non-Campus as any building or property owned or controlled by a student organization that is official recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. Hastings College is 110 miles west of the Lincoln location.

Campus Geography:

Hastings College is comprised of a campus located in Hastings, Nebraska. The College has identified all areas that are public property adjacent to campus, off campus, and the campus itself. Those defined geographical areas which are used to acquire data of reported crimes to both Campus Safety and the law enforcement, and the information is included into the annual security report. See full map of campus geography on page 105.

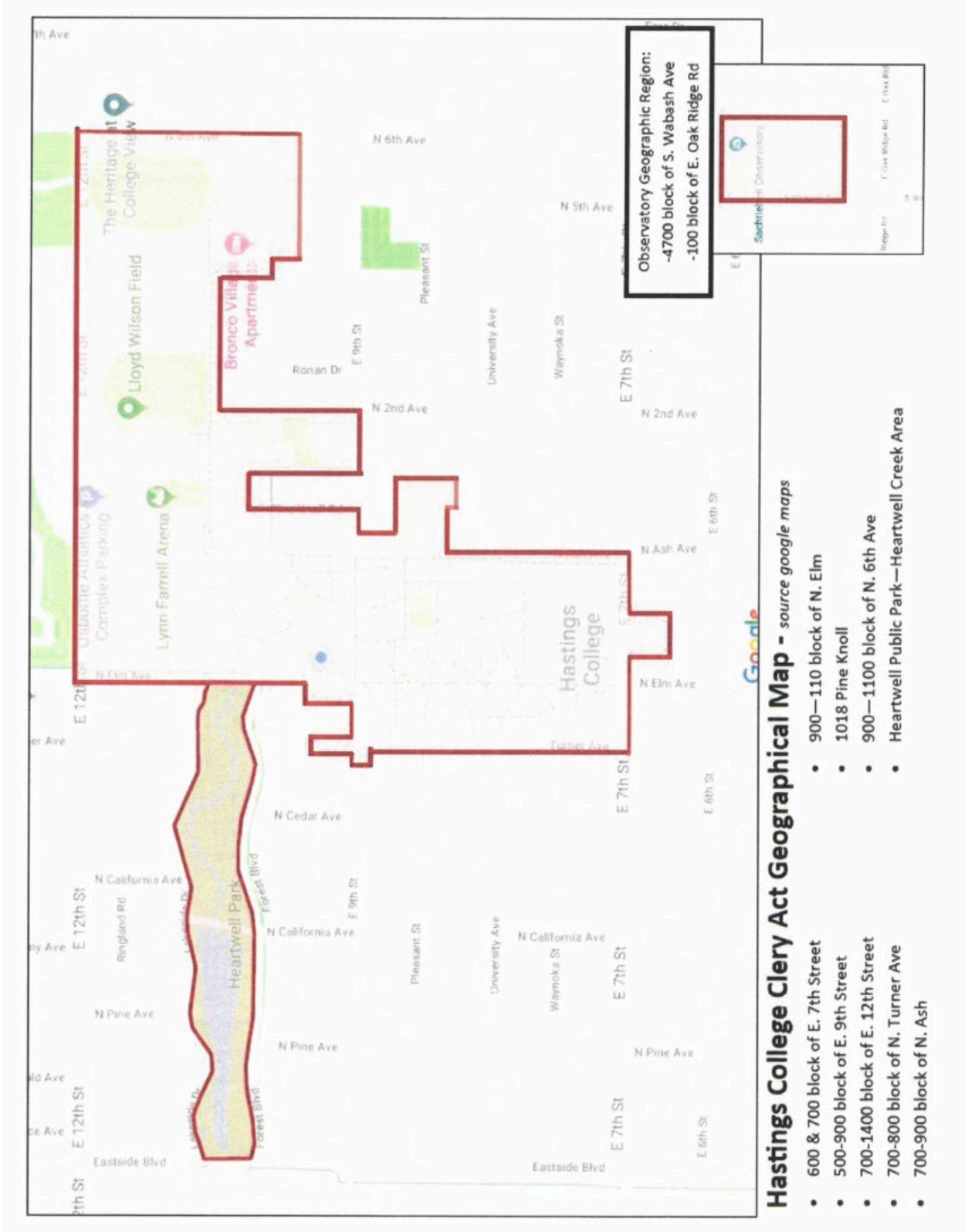


Observatory Geographic Region:
 -4700 block of S. Wabash Ave
 -100 block of E. Oak Ridge Rd



Hastings College Clery Act Geographical Map - source google maps

- 600 & 700 block of E. 7th Street
- 500-900 block of E. 9th Street
- 700-1400 block of E. 12th Street
- 700-800 block of N. Turner Ave
- 700-900 block of N. Ash
- 900—110 block of N. Elm
- 1018 Pine Knoll
- 900—1100 block of N. 6th Ave
- Heartwell Public Park—Heartwell Creek Area



Reporting crimes:

Students are encouraged and all employees are encouraged to report criminal actions directly to the police by dialing 911. In addition, they should report crimes to college administrative personnel, who will maintain a record of such reports, as follows:

- Criminal violations in the residence halls, campus houses or Bronco Village apartments should be reported directly to the Resident Assistant, Community Living Coordinator, Director of Operations, or Campus Safety. All staff must report incidents to the Director of Operations and follow up with a written report.
- Criminal actions in other campus facilities should be reported to the Director of Operations (402) 461-7444 or Campus Safety (402) 984-8064 or create an online report at www.hastings.edu/concerns.
- Voluntary Confidential Reporting: Students may report a crime on a voluntary and confidential basis through Hastings College professional, licensed counselors (including those who act in that role under the supervision of a licensed counselor) or a pastoral counselor. These individuals who provide mental health counseling to members of the college community are not required to report any information about a crime without the consent of the individual reporting and all information reported will be without self-identifying information, unless the student is a minor. The Campus Health nurse is also not required to report any information about a sex or gender based incident if disclosed during a medical exam.

Students should report all suspicious persons in campus housing facilities to a Resident Assistant, Community Living Coordinator, Campus Safety Officer, Director of Student Engagement, or Director of Operations, and the police if they believe the situation warrants it.

Crimes reported to the Office of Student Engagement or Campus Safety will be reported to the Hastings Police Department within 48 hours if requested by the reporting party. Crimes will also be handled internally in accordance with college policies included in the [Student Handbook - Student Code of Conduct](#).

- **In a life-threatening emergency:** Call 911; then call Campus Safety at (402) 984-8064 to inform them of the situation.
- **In all other security and maintenance emergencies:** Call Campus Safety at (402) 984-8064. Campus Safety handles campus emergencies and will call the maintenance staff if necessary.

Faculty and staff are required to report any crimes or disturbing, abnormal, disruptive or threatening behavior, including threats to self or others. During college business hours of 8:00 am - 5:00 pm, this behavior should be reported to the Director of Operations (402) 461-7444. When offices are closed, reports may be given to a full-time Community Living Coordinator, or to Campus Safety (402) 984-8064. In a life-threatening emergency, call 911.

Daily Crime Log: In accordance with Clery Act, Hastings College Campus Security office maintains a daily log for all reported crimes. The crime log available to the public, which includes, the nature of the crime, date and time of the occurrence, general location and disposition of the complaint (if known). A crime must be entered no more than two days of the crime occurring.

Campus wide safety notifications:

In an effort to provide timely warning to the College community in the event of a crime which may pose a serious and ongoing threat to members of the College community, a timely warning notice is distributed to all students and employees via a blast email and RAVE emergency notification system if determined necessary by the Director of Operations, or their designee.

Timely Warning Obligations regarding Clery Act Crimes:

If the College determines that the alleged responding party(s) poses a serious and immediate threat to the College community, the Office of Student Engagement or a College administrator will issue a timely warning to the community which is to include information representative of a serious or continuing threat to students or employees. Any such warning will not include any information that identifies the reporting party's name and other identifying information while providing enough information for community members to make safety decisions in light of the potential danger.

Campus Emergency notification system (RAVE):

All students, faculty and staff for whom the college has cell phone numbers are automatically enrolled in the college's emergency text notification system (RAVE). Emergency notifications can be sent via text and are also sent via the Hastings College email addresses of faculty, staff and current students. These are the means by which the College officials notify the College community

of an emergency or serious weather condition without delay. Therefore, if you have a change of cell phone number or provider, please contact the Office of Campus Safety (402) 984-8064 to update your information in the college's records. Email and cell phone lists are automatically uploaded into the RAVE system

Security of and access to Campus Facilities

Keys and Access FOBs:

Hastings College uses a multi-level key system that includes both physical keys and an electronic FOB system. Residence hall and apartment residents will have fob access to the main doors of their building. Residence hall residents will have a key to their own room. Bronco Village Apartment and campus house residents will have a key to the front door of their unit/house and also to their bedroom. All keys must be returned to the Community Living Coordinator before check-out. Students will be charged if keys are not returned at check-out or are lost or stolen. Keys for a college housing room, apartment units or campus houses that are not returned will be re-tumbled, and all new keys will be issued to ensure access to the space is to current residents. To maintain security, lost fobs and keys should be reported immediately to Campus Safety (402) 984-8064, and to the appropriate Community Living Coordinator. Students are not permitted to have duplicate keys made off-campus, if the college is made aware of a key that is made off-campus, the student will be held accountable for their actions through a violation of the Student Code of Conduct.

Campus Safety Staff On-Campus Building Walk Through:

Campus Safety staff members walk through or patrol campus via bicycle, golf cart, or by vehicle every day of the year to ensure that all areas of campus are safe and crime free.

Campus Safety and Security

Campus Safety Office:

Campus Safety Office is located at 846 N Ash Street and is available for all community members of Hastings College. Campus Safety is staffed 24 hours a day, 7 days a week during the academic year. The Crime Log is available between 8:00 am - 5:00 pm on Monday - Friday. Please contact Campus Safety if you have any concerns about safety and security, including if you witness any suspicious activity. Campus Safety cell is (402) 984-8064. Campus Safety also provides safe walks from off-campus locations to on-campus and safe rides.

Law Enforcement & Jurisdiction:

Hastings College Campus Safety staff does not have the authority to arrest individuals found in violation of state or local city law. Hastings Police Department, Adams County Sheriff Department, and Nebraska State Patrol officers do have arrest authority for individuals found in violation of state or local city law that are on Hastings College property. The Campus Safety staff work directly with all law enforcement agencies (particularly the Hastings Police Department since the HC Campus is inside of city limits) to ensure the safety of all visitors, students and employees on campus.

Memorandum of understanding relationships:

Hastings College does have a memorandum of understanding with the enCourage Advocacy Center which was established in April 2017. Hastings College does not have a memorandum of understanding with the Hastings Police Department, Adams County Sheriff Department or Nebraska State Patrol.

Campus Security Authorities

The following employees are considered Campus Security Authorities, Title IX Responsible Employees, or both. Training needs have been identified and future training will be scheduled for these individuals.

<u>Employee/Position</u>	<u>Title IX Responsible Employee</u>	<u>Campus Security Authority</u>
Title IX Coordinator, Title IX Deputy Coordinators	Yes	Yes
Human Resources Director & Staff	Yes	Yes

President & President's Office Staff	Yes	Yes
All Vice Presidents	Yes	Yes
Campus Department Heads	Yes	Yes
Faculty	Yes	Yes
Faculty, if also a Coach or Student Organization Advisor	Yes	Yes
Student Organization Advisors	Yes	Yes
Director of Operations	Yes	Yes
Dean of Student Engagement	Yes	Yes
Community Living Coordinators, Resident Assistants	Yes	Yes
Campus Safety Staff	Yes	Yes
IT Staff	Yes	
Supervisors of Student Workers	Yes	Yes
Athletic Director, Coaches & Assistant Coaches	Yes	Yes
Graduate Assistants (non Assistant Coaches)	Yes	
Campus Safety Student Assistant	Yes	Yes
Director of Health Services		Yes
Custodial and Food Service Staff	These staff are not CSAs or Responsible Employees at the advice of legal counsel. The Director of Campus Safety works closely with these staff members to address safety concerns with HC students and employees.	

Criminal Offense Reporting Table					
Bryan College of Health Sciences- Hastings College Campus Location		Geographic Location			
<u>Offense</u>	<u>Year</u>	<u>On-Campus Property</u>	<u>On-Campus Student Housing Facilities</u>	<u>Non-campus Property</u>	<u>Public Property</u>

<u>Murder/Non-negligent manslaughter</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Manslaughter by Negligence</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Rape</u>					
	2021	0	0	2	0
	2022	1	1	0	0
<u>Fondling</u>					
	2021	2	2	3	0
	2022	4	4	0	0
<u>Incest</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Statutory rape</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Robbery</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Aggravated Assault</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Burglary</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Motor vehicle theft</u>					
	2021	0	0	0	0

	2022	0	0	0	1
<u>Arson</u>					
	2021	0	0	0	0
	2022	0	0	0	0

VAWA Offense Reporting Table					
		Geographic Location			
<u>Offense</u>	<u>Year</u>	<u>On-Campus Property</u>	<u>On-Campus Student Housing Facilities</u>	<u>Non-campus Property</u>	<u>Public Property</u>
<u>Stalking</u>					
	2021	0	0	0	0
	2022	1	1	0	0
<u>Dating Violence</u>					
	2021	0	0	1	0
	2022	1	1	0	0
<u>Domestic Violence</u>					
	2021	0	0	1	0
	2022	1	1	0	0

<u>Hate Crimes Reporting Table</u>	
2021	No Hate Crimes Reported
2022	No Hate Crimes Reported

<u>Unfounded Crimes Reporting Table</u>		
	2021	2022
Unfounded Crimes	0	0

Arrests and Disciplinary Referrals Reporting Table

		Geographic Location			
<u>Offense</u>	<u>Year</u>	<u>On-Campus Property</u>	<u>On-Campus Student Housing Facilities</u>	<u>Non-campus Property</u>	<u>Public Property</u>
<u>Arrests:</u> <u>Weapons: Carrying, Possessing, etc.</u>					
	2021	0	0	0	0
	2022	0	0	0	0
<u>Arrests:</u> <u>Drug Abuse Violations</u>					
	2021	0	0	0	0
	2022	0	0		
<u>Arrests:</u> <u>Liquor Law Violations</u>					
	2021	0	0	0	0
	2022	0	0	0	1
<u>Disciplinary Referrals:</u> <u>Weapons: Carrying, Possessing, Etc.</u>					
	2021	1	1	0	0
	2022	1	1		
<u>Disciplinary Referrals:</u> <u>Drug Abuse Violations</u>					
	2021	6	6	0	0
	2022	4	4	0	0
<u>Disciplinary Referrals:</u> <u>Liquor Law Violations</u>					
	2021	39	39	0	0
	2022	64	64	0	1

Emergency Notification and Evacuation

Adams County emergency notification system: It is recommended that all those on campus subscribe to the AlertSense emergency notification system. The emergency notification services are free. AlertSense is available via the AlertSense app for Apple or Android located at ACEMA.ORG, or you can text your zip code (68901) to 37801.

Campus Emergency notification system (RAVE): All students, faculty and staff for whom the college has cell phone numbers are automatically enrolled in the college's emergency text notification system (RAVE). Emergency notifications are also sent to the Hastings College email addresses of faculty, staff and current students. These are the means by which the College notifies the College community of an emergency or serious weather condition without delay. Therefore, if you have a change of cell phone number or provider, please contact the Office of Student Engagement (402) 461-7305 to update your information the college's records.

Reporting injuries: All injuries occurring on campus or during an off-campus college-sponsored event should be reported as soon as possible to the Campus Nurse (402) 461-7372. Staff and students who do not report injuries are not able to receive support from Hasting College.

Notice of tornado and storm related information: The weather can change rapidly in Nebraska and the area is susceptible to tornadoes. Whenever the weather looks threatening, you are encouraged to monitor radio, television and internet broadcasts. The emergency management team in our area (Adams County Emergency Management) will sound the tornado sirens if: a)

there are winds of 70+ mph; b) a tornado is spotted or seen on radar, 7-10 miles away, or c) 1 3/4" hail or greater is expected. The sirens are only intended to warn those who are outdoors. Those who are indoors are asked to monitor weather broadcasts during threatening weather. Local residents are encouraged to watch KSNB-TV (the local NBC affiliate), since it is broadcast from Hastings. KHAS radio AM 1230 is an additional station that broadcasts local weather, as is the internet site for the National Weather Service (www.nws.noaa.gov). The National Weather Service has two categories to describe conditions related to tornadoes. Tornado Watch : weather conditions are such that a tornado could form. Weather broadcasts should be closely monitored. Tornado Warning: a tornado has been sighted and residents should take action to protect themselves.

Tornado Warning: If indoors - Go to the basement or to an inside hallway at the lowest level. Safe areas in Hastings College Buildings are listed below. Avoid places with wide-span roofs such as auditoriums, cafeterias, large hallways, or shopping malls. Get under a piece of sturdy furniture such as a workbench or heavy table or desk and hold on to it. Stay away from windows. Use your arms to protect your head and neck. If outdoors - If possible, get inside a building. If shelter is not available or there is no time to get indoors, lie in a ditch or low-lying area or crouch near a strong building. Be aware of the potential for flooding. Use arms to protect your head and neck. If in a car - Never try to out drive a tornado in a car or truck. Tornadoes can change direction quickly and can lift up a car or truck and toss it through the air. Get out of the car immediately and take shelter in a nearby building. If there is no time to get indoors, get out of the car and lie in a ditch or low-lying area away from the vehicle. Be aware of the potential for flooding.

Campus Storm Shelter Locations:

- Barrett Alumni Center (Move to an interior windowless room)
- Batchelder Building (Move to an interior windowless room)
- Bronco Village (Move to basement of building, 917 N. 6th Ave, fob access required)
- Daugherty Center (Move to basement)
- Lynn Farrell Arena/Fleharty Center (Move to hallways on lower level of arena)
- French Memorial Chapel (Move to basement via east and west access)
- Fuhr Hall (Move to basement, across from Perkins Auditorium's south stage exit)
- Gray Center (Move to northeast corner of Studio B)
- Hazelrigg Student Union (Move to basement by way of the stairs near the building's southwest entrance)
- Honors Houses (Move to an interior basement hallway)
- Hurley-McDonald (Move to basement)
- Jackson Dinsdale Art Center (Move to the restrooms)
- Kiewit Gymnasium (Move to locker rooms)
- McCormick Hall (Move to the basement)
- Morrison-Reeves Science (Move to the first)
- Perkins Library (Move to basement by way of the stairs in the northwest corner, near the computers)
- Physical Fitness Facility (Move to the restrooms)
- Residence Halls (Move to an interior basement hallway)
- Sachtleben Observatory (Move to ground level restroom or ditches near entrance)
- Scott Studio Theatre (Move to an interior windowless room)
- Stadium (Move to hallways on lower level of arena or restrooms of stadium)
- Stone Health Center (Move to interior ADA restroom)
- Track (Move to Barrett Alumni Center interior windowless room)
- Wilson Center (Move to basement)

Emergency Drills, Testing & Evacuation Procedures: Hastings College Student Engagement Department hosts bi-annual fire drills in all Residence Halls. The drills are planned by Residence Life staff and arranged with the Office of Campus Safety. Residents of each building are not made aware of the drill prior to it happening. Each Community Living Coordinator tracks the number of students participating and the amount of time it takes to empty the building.

Missing Student Notification Procedures

Reporting missing on-campus students immediately: If a member of the Hastings College community has reason to believe that a student who resides in on-campus housing is missing; a report should be made immediately to Campus Safety (402) 984-8064. Campus Safety will generate a missing person report and initiate an investigation. After investigating the missing person report, if Campus Safety determines that the student is missing and has been missing for 24 hours, Hastings College will notify the Hastings Police department and the student's emergency contacts no later than 24 hours after the student has been

determined to be missing. Each student residing in campus housing has the option of confidently identifying a person(s) (close friend, etc.) who can be contacted if the student is reported missing. In the case of a missing student who resides in on-campus housing – and is also under 19 years of age and not emancipated – their custodial parent or guardian will also be notified that they are thought to be missing. A student’s confidential contact information will be accessible only to authorized campus officials and law enforcement as appropriate.

Drugs and Alcohol Policy and Procedure

Philosophy: The College cares about its students and employees, their health, and well-being, and it encourages all individuals to care about each other. The College recognizes that there are many academic and social problems associated with the consumption of alcohol and illegal drugs, which have a negative impact on students, employees, and campus life in general. In recognition of the problems associated with the use of drugs and alcohol on college campuses, and in accordance with the Drug Free Schools and Communities Act of 1989, Hastings College has adopted the following policy regarding the possession and use of alcohol and illegal drugs on and off campus:

Standards of conduct for students and employees of Hastings College and their guests:

1. Actual, attempted or promotion of the unlawful possession, use, or distribution of drugs and alcohol by students and employees on Hastings College property or as part of any Hastings College activity is prohibited.
2. All laws pertaining to alcohol and drug use must be observed at all times, including, but not limited to, legal drinking age, prohibitions against providing alcohol to minors, and restrictions against operation of a motor vehicle while under the influence of alcohol and/or drugs.
3. No illegal drugs or paraphernalia may be possessed or used on or off campus by any Hastings College employee, student or guest. The possession and/or use on or off campus of any illegal drug by a Hastings College employee, student or guest will subject the student or guest to disciplinary action, up to and including dismissal from the College.
4. No alcoholic beverages may be possessed or consumed on or off campus by any Hastings College employee, student, or guest under the age of 21.
5. Alcoholic beverages are allowed within the confines of individual Hastings College Bronco Village Apartments or campus houses only if all residents of that particular apartment are of legal drinking age. Alcoholic beverages may not be consumed in individual Hastings College Bronco Village Apartment or campus house if minors are present.
6. On rare occasions and by prior written approval of the Hastings College President, an event for alumni and/or community members being hosted on campus in an academic or administrative building can serve alcohol. Alcoholic beverages cannot be consumed by anyone under the age of 21 and must be served by an approved licensed vendor following all campus, state and federal laws.
7. No alcohol cans, bottles or paraphernalia are allowed in the College residence halls. No advertising for beer or other alcohol may be accepted in any campus publication or for display on campus.
8. In an effort to deter underage drinking on or off-campus, Hastings College expects these guidelines to be followed at events where alcohol will be served and where HC student may or may not be present:
 - a. No college funds, including campus organization treasury funds processed through the Hastings College Business Office may be used to purchase alcohol for any student event.
 - b. Each student event must ensure compliance with the laws of the State of Nebraska and the Hastings College Code of Conduct.
 - c. No posters, signs, or e-mail announcements promoting alcohol may be displayed on campus.
 - d. No tickets for any student events with alcohol may be sold on campus.

Legal Sanctions: Local, state and federal laws prohibit the unlawful possession or distribution of alcohol and illicit drugs. Violations of such laws are criminal offenses. Sanctions and penalties for such violations may range from probation to substantial monetary fines and/or imprisonment for substantial time periods if prosecuted in the criminal or civil courts. Additionally, convictions for possessing or selling illegal drugs may impact a student’s eligibility for federal student aid.

College Disciplinary Sanctions:

- a. Disciplinary sanctions for students violating alcohol and drug provisions of this policy or the Hastings College Student Code of Conduct will be imposed. These may include, but are not limited to, the following series of sanctions or combination thereof:
- i. First Violation
 - Parental notification

 - Fine or service hours

- Mandatory completion of alcohol or drug education program
- ii. Second Violation
- Parental notification
 - Fine or service hours
 - Probation
 - Mandatory screening with certified drug and alcohol counselor
- iii. Third Violation and above
- Parental notification
 - Fine or service hours
 - Probation
 - Suspension from residency or the college

b. Hastings College Good Samaritan Policy: Student health and safety are primary concerns of the Hastings College community. Students are expected to contact Campus Safety, a member of the residence life staff, or other college official when they believe that medical assistance for an intoxicated/impaired student is required. In case of medical emergency or in the event that a college official cannot be reached, students should call 911 for assistance from local police, fire, or medical emergency professionals. When such assistance is sought for an intoxicated/ impaired student, the students and/or organizations seeking help, as well as the individual assisted and others involved, will not be subject to college disciplinary action with respect to the alcohol policy. (This policy does not preclude disciplinary action regarding other violations of college standards, such as causing or threatening physical harm, sexual abuse or violence, damage to property, harassment, hazing, etc. Students should also be aware that this college policy does not prevent action by state and local authorities.) In order for this policy to apply, the intoxicated student(s) must agree to timely (within 30-60 days) completion of recommended alcohol education activities, assessment, and/or treatment depending upon the level of concern for student health and safety. Serious or repeated incidents (more than one time) will prompt a higher degree of medical concern. Failure to complete recommended follow-up will result in sanctioning up to withdrawal from the college.

c. State of Nebraska Good Samaritan Law (LB 439) : provide limited protection for Nebraskans under the age of 21 who seek medical assistance related to alcohol poisoning. LB 439 will grant intoxicated minors a limited legal immunity when they seek help for themselves or another individual who is in need of immediate medical attention. The law will only apply to those who 1) are intoxicated 2) call for medical assistance and 3) cooperate fully with law enforcement when medical attention arrives.

d. Consistent with Hastings College responsibility to take action against acts of Sexual Harassment, Misconduct and Violence, a person reporting and bystanders involved the report of such an incident will not be held responsible for an alcohol violation disciplinary sanction under the Policy on Possession and use of Alcohol and Drugs. The responding party (person committing the act) can be held responsible for their actions under the Policy on the Possession and use of Alcohol and Drugs, the Sexual Harassment Policy, Sexual and Misconduct and Violence Policy. Additionally, the responding party can also be exposed to criminal and civil proceedings outside of Hastings College.

Support and Prevention Services: Hastings College is committed to increasing employee and student awareness of the issues related to alcohol and drug use, misuse, and abuse. In an effort to reduce harm from the negative effects of alcohol and drug use, the College takes the following steps:

- a. Hastings College provides annual educational efforts to increase awareness about the effects of alcohol and drug use, including in-class and extra-curricular lectures and discussions. Information is also provided through films, posters, and pamphlets, and peer educational efforts promoted through student organizations. Peer educators are trained annually by the Director of Campus Health Services.
- b. Greek organizations are provided additional education on the topic of hazing and chapters sign an Anti-Hazing Policy statement.
- c. Drug and Alcohol Counseling Treatment or Rehabilitation Programs: The Stone Health Center annually coordinates and offers a variety of alcohol and other drug abuse prevention and education services for students, referral services, alcohol and other drug education classes, and peer alcohol educators. In addition, counselors provide confidential

screenings, counseling, and treatment/rehabilitation referral services for those students who are having difficulty with alcohol and drug use/abuse.

d. Hastings College also provides confidential counseling support through the Counseling Center for those wishing to decrease or prevent their consumption of alcohol or drugs and/or deal with alcohol/drug related problems. This may include individual, small group, and/or large group counseling support, as requested.

e. The Coordinator of Student Activities and the Office of Student Engagement at Hastings College are able to provide advice, assistance, and encouragement to student organizations for their development and promotion of guidelines for responsible decision-making about alcohol use by their members.

f. The Coordinator of Student Activities and the Office of Student Student Engagement at Hastings College are available to promote and facilitate any student organization's efforts to provide alcohol-free social and recreational options.

Health Risks: Alcohol and other drugs of abuse are a major health problem in the United States. Traditional college-age students are particularly vulnerable to the consequences of alcohol and other drug abuse. The problems associated with alcohol and/or other drug consumption covers a broad range including physical and psychological illnesses (acute alcohol poisoning, mood disorders, self-destructive behavior, and suicide). Accidents, homicides and suicide are the leading causes of mortality in the traditional college-age population. Alcohol is also a contributing factor in poor decision-making that can lead to unsafe behaviors (arguments, fights, driving while intoxicated, sexually transmitted infections.) Consequences of alcohol and other drug abuse include liver damage, gastrointestinal diseases, cancer, and permanent damage to the brain and nervous system.

Alcohol Policy for College Sponsored Off-Campus Excursions: There are special considerations related to the use of alcohol during off-campus excursions. These considerations stem from the need to balance the rights of students to exercise their personal freedoms with the responsibility of the college to maintain a safe and effective learning and teaching atmosphere during such excursions. Therefore, the following policies will govern the use of alcohol by students on college-sponsored off-campus excursions, such as field trips and sporting events. Sponsoring departments and trip organizers may establish restrictions in addition to these (e.g., Athletic Department prohibits any alcohol consumption by athletes, a faculty member deeming alcohol consumption inappropriate in association with the purposes of the trip.):

1. Students must observe all laws pertaining to alcohol use in the jurisdiction where the excursion takes place. These include, but are not limited to, legal drinking age, prohibitions against providing alcohol to minors, restrictions against operation of a motor vehicle while under the influence of alcohol, and alcohol-restricted zones such as parks, public buildings, and campgrounds.
2. Students must refrain from the consumption of alcohol during periods that College faculty members define as instructional periods. Instructional periods may include any part or all of any given day during the excursion and are not limited to periods used for direct instruction.
3. Students may consume alcohol only during periods defined as personal, non-instructional time. Students who use alcohol during personal, non-instructional, time must do so in a manner that allows them to be prepared to participate fully in subsequent instruction with complete sobriety and without physical or mental impairment.
4. At all times students are responsible for following the Hastings College Code of Conduct. Illegal drugs, as defined by campus policy, are prohibited during any off-campus excursion.
5. Students are ultimately responsible for their own behavior and compliance with laws and regulations of the local jurisdiction, Hastings College policies, department restrictions and faculty authority.

Guidelines for Events where Alcohol is Present (not an all-inclusive list, but intended to provide some basic suggestions):

1. An equal number of alternative, non-alcoholic beverages will be provided at each event involving alcoholic beverages.
2. Food will be provided at each event involving alcoholic beverages.
 - a. The amount of food will be reasonable depending on the number of guests expected.
 - b. The variety of food will include some items without salt.
3. Each participant must present a valid State ID when entering any event involving alcoholic beverages or when purchasing alcohol.
 - a. A mark or wristband will be used to designate those of legal age (21 in Nebraska).
 - b. Enforcement must occur at private parties, as well as at public establishments.
4. Beverage containers, whether alcoholic or non-alcoholic, will be kept inside the host facility.
5. Third-party vendors or trained servers will be used for all registered events.

a. Alcoholic beverages will not be served to intoxicated individuals.

Procedures Victims should follow in case of alleged Date Violence, Domestic Violence, Sexual Assault or Stalking

Immediate steps to follow following an act of Sexual Misconduct:

1. Go to a safe location as soon as you are able.
2. Call someone you trust. A friend, family member, or victim advocates are good resources. You do not have to go through this alone.
3. Preserve evidence. After sexual violence, do not shower until you have considered whether to have a no-cost forensic sexual assault examination at Mary Lanning Healthcare. After sexual violence, relationship violence, and/or stalking, save the clothes you were wearing (unwashed) in a paper or cloth bag. Take photos of any damage or injury, and keep communication records. Evidence collection should be completed within 72 hours of the incident, but fluids, hair samples, and DNA can be collected for a long time thereafter. Even if you have washed, evidence can often still be obtained.

Within 24 hours:

- Contact any of the following for assistance:
 - a. Title IX Coordinator at (402) 461-7385
 - b. Campus Safety at (402) 984-8064
 - c. [Office of Counseling Services](#)*
 - d. Office of Health Services at healthcenter@hastings.edu
 - e. [enCourage Advocacy Center](#) (402) 463-5810*

**Denotes that this resource is confidential. They will talk with you confidentially about your options for additional support services and reporting.*

If you are off-campus and experiencing an emergency situation, you can call the Hastings Police department by dialing 911 or the non-emergency line at (402) 461-2380.

After unwanted physical contact, get medical attention. A medical provider can check for and treat physical injury, sexually transmitted infections or diseases, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

Medical Treatment: A person who is the victim/reporting party of sexual misconduct is urged to seek appropriate medical evaluation as promptly as possible.

- For life-threatening conditions, call 911;
- [Mary Lanning Healthcare Emergency Room](#) staff are trained to work with and support victims/reporting parties of sexual misconduct. If the victim/reporting party goes to the hospital emergency room, they should be aware that by Nebraska law the emergency room staff are required to notify the police of any wound or injury of violence. If the victim is under age 19, parents must also be notified;
- The [enCourage Advocacy Center](#) located at 220 South Burlington Avenue in Hastings can be contacted to explore options for resources that will cover all or partial cost of a medical treatment and they can be reached at (402) 462-5810 or by a confidential 24-hour hotline (877) 322-7272.

Medical-Legal Evidence Collection: A person who is the victim/reporting party of sexual misconduct (particularly rape, forcible oral copulation, or sodomy) is encouraged to request collection of medical-legal evidence. Collection of evidence entails potential interaction with police and a police report. Prompt collection of physical evidence is essential should a person later decide to pursue criminal prosecution and/or a civil action. The victim/reporting party should take a change of clothing to the hospital emergency room or the clothes worn at the time of the assault need to be taken in a brown paper bag. Medical-legal evidence can be collected at the [Mary Lanning Healthcare Emergency Room](#).

Obtaining Information, Support, and Counseling: Whether or not one makes a formal report, a person who is the victim/reporting party of sexual misconduct is encouraged to obtain information, counseling and support. Counselors at a variety of agencies, both on and off campus, can help a person decide what steps to take, such as seeking medical attention, preserving evidence, obtaining counseling, or filing a report with authorities. The degree to which confidentiality can be protected depends upon whether Hastings College has a legal duty to respond to the allegations and the professional role of the person consulted. The scope of confidentiality should be addressed by that professional person before specific facts are disclosed. Counseling and support services can be obtained from:

- [Office of Counseling Services](#)*
- [Office of Health Services](#) at healthcenter@hastings.edu
- [enCourage Advocacy Center](#)* (402) 463-5810
- [South Central Behavioral Services](#)* of Hastings (402) 463-5684

*denotes confidential/privileged service providers

Reporting options following an act of Sexual Misconduct: A member of Hastings College's community who is the reporting party of sexual misconduct is urged to make a formal report to:

- Hastings Police Dept., 317 S. Burlington Ave., Hastings, NE (402) 461-2380 or 911;
- Title IX Coordinator at (402) 461-7385, Office of Academic Affairs, 2nd floor Hurley-McDonald Hall;
- if the Title IX Coordinator is not available, contact the Deputies Title IX Coordinator at (402) 461-7444 or (402) 461-7420;
- during weekends or when College administrative offices are closed, to Hastings College Campus Safety (402) 984-8064 (cell).

Whether or not the individual makes a formal report, the reporting party(s) of an alleged act of sexual misconduct is urged to seek appropriate help, which may include a medical evaluation and obtaining information, support, and counseling, either on or off campus. A reporting party(s) should use the resources listed in this policy to assist them in accessing the full range of services available.

Consider making a formal report and choose how to proceed. You have options, and are encouraged to contact the [Office of Counseling Services](#) to discuss your options: 1) Do nothing until you are ready; 2) Pursue resolution by Hastings College; and/or 3) Initiate criminal proceedings; and/or 4) Initiate a civil process against the perpetrator. You may pursue whatever combination of options is best for you. If you wish to have an incident investigated and resolved by Hastings College, students and employees should submit a [HC Cares Report](#) or email the [HC Cares Team](#). Hastings College procedures will be explained and provided via hard copy (if requested). Those who wish incidents to be handled criminally should contact the Hastings Police Department. A campus official is available to accompany students in making such reports, if desired. Contact the Title IX Coordinator for more information.

Police Reporting: In addition to required campus reporting, reports may also be made to the police, especially if a crime is potentially involved, by calling the following numbers: Hastings Police Dept., 317 S. Burlington Ave., Hastings, Nebraska (402) 461-2380 or 911.

Process for requesting a No Contact Order: Hastings College may take whatever steps are deemed necessary to appropriately respond to reports of sexual misconduct. Measures include, but are not limited to: Referring to counseling and health services; Referring to the Employee Assistance Program; Providing education to the community; Altering the housing situation of the reporting or responding party; Altering work arrangements for College employees; Issuing interim suspensions pending a hearing; Providing campus escorts; Implementing contact limitations between the parties (no contact order) and Offering adjustments to academic course schedules, etc.

These measures are available regardless of whether a reporting party seeks formal resolution through Hastings College or makes a report through the Hastings Police Department.

No contact orders can be requested in person or by written request to the Title IX Coordinator.

Hastings College does not have jurisdiction to implement a criminal or civil Restraining Order. A student or employee may request a criminal or civil Restraining Order through the Hastings Police Department, Adams County Sheriff Department and/or Adams County Court System.

Reporting and Responding Party Rights

Reporting:

- Reporting parties have the right to notify the Hastings Police Department (HPD) of incidents and to receive assistance from campus personnel in doing so.
 - Reporting parties may decline to report to HPD if they so wish.
- Reporting parties have the right to have their allegations investigated and resolved by Hastings College.

Fairness:

- All members of the campus community have the right to have reported incidents addressed according to the published HC Cares policy and procedures.
- All parties have equal opportunities to have an advisor/support person of their choosing present throughout all resolution proceedings (including intake, interviews, sanctioning, etc.). This person can be an advisor, advocate, attorney, family member, friend, faculty member, etc.
- All parties have the right to written notice of the outcome of sexual misconduct resolution proceedings.
- Reporting parties and witnesses will receive amnesty for minor infractions (i.e., alcohol and drug violations) that are secondary to the reported incidents of sexual misconduct.
- Reporting and Responding parties, their supporters, and witnesses have a right to be free from retaliation.

Support:

- Students have a right to be notified of their ability to access campus counseling and health services.
 - Students and employees have a right to be notified of on and off campus support resources.
- All parties involved in sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- Reporting parties have the right to seek orders of protection, no-contact orders, protection orders, or similar lawful orders issued by criminal, civil, or tribal courts, and may seek the help of Hastings College in requesting and/or enforcing.

Amnesty for Individuals Reporting a Potential HC Cares Violation Hastings College encourages the reporting of harassment, discrimination, sexual misconduct and crimes by all members of our community (i.e. 3rd party reporter and reporting party). At times individuals are hesitant to report to College officials or participate in resolution processes because they fear that they may be accused of policy violations that occurred at the time of the incident, such as underage drinking. It is in the best interest of this community that as many individuals as possible choose to report to College officials, and that witnesses come forward to share what they know. To encourage reporting, the College has a Good Samaritan Policy ([Hastings College Student Handbook](#)) which offers individuals who are the reporting party, 3rd party reporter, and witnesses of misconduct amnesty from minor policy violations related to the incident. The College pursues a policy of amnesty for students who offer help to others in need. [While policy violations cannot be overlooked, the College will provide educational options, rather than punishment, to those who offer their assistance to others in need.]

Procedures followed in the Case of Alleged Dating Violence, Domestic Violence, Sexual Assault or Stalking

Confidential and Privileged Reporting

Confidentiality of Information

1. Hastings College will make every reasonable effort possible to preserve the privacy of an individual who makes a report under this policy and to protect the confidentiality of the information reported consistent with applicable legal requirements. The degree to which confidentiality can be protected, however, depends upon the Hastings College's legal duty to respond to the information reported and the professional role of the person consulted. The professional consulted should make these limits clear before the disclosure of any facts. This section of the policy is intended to make students aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn if they experience sex/gender based harassment, discrimination or sexual misconduct. The College encourages a reporting party to talk to someone identified in one or more of these groups.
2. As required by law, all disclosures to Hastings College of an on campus act of sex/gender based harassment, discrimination or sexual misconduct are tabulated for statistical purposes without personal identifying information. The College must report annually the number of on-campus occurrences of rape, fondling, incest, statutory rape, stalking, and both dating and domestic violence. Further information regarding disclosure can be found in section 24. titled Federal Statistical Reporting Obligations of the [HC Cares Policy](#).
3. Reporting and Confidentiality
 - a. The College encourages the reporting party to talk to somebody about what happened – so the reporting party can get the support needed, and so the College can respond appropriately. Different employees on campus have different abilities to maintain a reporting party's confidentiality.
 - i. Some are required to maintain near complete confidentiality; talking to them is sometimes called a “confidential resources” defined in section 19, a title Confidential Resources of the [HC Cares policy](#) .
 - ii. Others are required to report all the details of an incident (including the identities of both the reporting party and responding party) to the College's Title IX Coordinator or Deputy Coordinators.

4. Requesting Privacy from the College

- a. If a reporting party discloses an incident to a responsible employee but wishes to maintain privacy or requests no investigation into a particular incident, the College must weigh that request against the College's obligation to provide a safe, non-discriminatory environment for all students, including the reporting party.
- b. If the College honors the request for privacy, a reporting party must understand that the College's ability to meaningfully investigate the incident and pursue disciplinary action against the responding party(s) may be limited.
- c. The College Title IX Coordinator will evaluate requests for privacy once notified of an act of sex/gender harassment, discrimination or sexual misconduct.
- d. There are times when the College may not be able to honor a reporting party's request for privacy in order to provide a safe, non-discriminatory environment. When weighing a reporting party's request for privacy or that no investigation or discipline be pursued, the Title IX Coordinator or designee will consider a range of factors, including the following:
 - i. The increased risk that the alleged responding party will commit additional acts of sex/gender based harassment, discrimination or sexual misconduct, such as:
 - whether there have been other complaints of similar conduct about the same alleged responding party;
 - whether the alleged responding party has a history of arrests or records from a prior school indicating a history of violence;
 - whether the alleged responding party threatened further acts of harassment, discrimination or sexual misconduct against the reporting party or others;
 - whether the harassment, discrimination or sexual misconduct was committed by multiple responding parties;
 - whether the harassment, discrimination or sexual misconduct was perpetrated with a weapon;
 - whether the reporting party is a minor;
 - whether the College possesses other means to obtain relevant evidence of the harassment, discrimination or sexual misconduct (e.g., security cameras or personnel, physical evidence);
 - whether the reporting party's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.
- e. The presence of one or more of these factors could lead the College to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the College will likely respect the reporting party's request for confidentiality.
- f. If the College determines that it cannot maintain a reporting party's privacy, the College will inform the reporting party before starting an investigation and will, to the extent possible, share information only with employees responsible for handling the College's response. The College will take ongoing steps to protect the reporting party from retaliation or harm, and work with the reporting party to create a safety plan, if necessary. Retaliation against the reporting party, whether by students or College employees, will not be tolerated. The College will also:
 - assist the reporting party in accessing other available information concerning victim advocacy, academic support, counseling, disability, health or mental health services, both on and off campus;
 - provide other security and support if appropriate, which could include issuing a no-contact order, helping arrange a change of academic, living, transportation or working arrangements or course schedules (including for the alleged responding party pending the outcome of an investigation) or adjustments for assignments or tests; and
 - inform the reporting party of the right to report a crime to campus or local law enforcement.
- g. The College will not require a reporting party to participate in any investigation or disciplinary proceeding. The timeframe for concluding the complaint process will depend upon the complexity of the investigation, timing of the report, availability of witnesses, etc.
- h. Because the College is mandated by federal law to combat the issue of sexual misconduct and sex/gender based harassment or discrimination campus-wide, reports of these acts (including non-identifying reports) may also prompt the College to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported acts occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments and/or revisiting its policies and procedures.

Public Notification of Incidents and Other Reporting Requirements: As required by the Clery Act, Hastings College collects and annually reports statistical information concerning sexual misconduct occurring within its campus geography. To promote Campus Safety, Hastings College also alerts the campus community to incidents and trends of immediate concern. Nebraska statutes require any person who is aware of or suspects child abuse or neglect (a child is defined as under 19), including sexual

abuse and sexual misconduct, to report it to law enforcement or the Child Abuse Hotline at (800) 652-1999. Also, Nebraska statutes require that every person engaged in the practice of medicine and surgery shall report to law enforcement in every case in which they are consulted for treatment of a wound or injury of violence which appears to have been received in connection with the commission of a criminal offense.

Files on Sexual Misconduct Incidents: All reports of sexual misconduct, including a copy of the report and a written summary of the College's response, will be given to and maintained by the College's Title IX Coordinator.

Confidential Resource Reporting:

1. Professional, licensed counselors and pastoral counselors (Chaplain) who provide mental-health counseling to members of the school community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX Coordinator or to the Deputy Title IX Coordinator. The Campus Health nurse is also not required to report any information about an incident if disclosed during a medical exam.
2. The following is contact information for these individuals:
 - a. Director of [Studio 200/Counseling Services](#) : Emily Dunbar – (402) 469-5419 or edunbar@hastings.edu;
 - b. [Counselor](#) : Michelle M. Morganflash, MS, LIMHP, LPC – (402) 461-1314 or michelle.morganflash@hastings.edu;
 - c. Additional staff working under the supervision of the Director of Counseling Services and acting in the role of a professional counselor.
 - e. Campus Nurse
3. A reporting party who speaks to a professional counselor, member of the clergy, nurse, or advocate must understand that, if the reporting party wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged responding party.
4. A reporting party who at first requests confidentiality may later decide to file a complaint with the college or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the reporting party with assistance if the reporting party wishes to do so.

Off-campus Counselors and Advocates : Off-campus counselors, advocates, and health care providers will maintain confidentiality and will not share information with the College unless the reporting party requests the disclosure and signs a consent or waiver form.

1. Contact information for mental health counselors in the area may change from time to time. For a current list of counselors in the area, please contact [Counseling Services](#). Off-campus counselors and advocates may have reporting or other obligations under state law.
 - a. There are a number of off-campus counselors available within the community of Hastings. The following list includes a selection of options available.
 - i. Ann Pattno Therapy LMHP (402) 984-0374
 - ii. Be Well Counseling Center (402) 460-5955
 - iii. Champion Homes of Hastings (402) 463-6021
 - iv. Charlotte Hawthorne Counseling Service (402) 463-6416
 - v. JoAnn Hunter Counseling Service (402) 469-2081
 - vii. Randy Kirby MA LIMP LADC CISM (402) 469-9846
 - viii. Midland Counseling Group (402) 463-6988
 - ix. Perspectives Counseling (402) 834-0884
 - x. South Central Behavioral Services (402) 463-5684
 - xi. The Lanning Center for Behavioral Services (402) 463-7711
 - xii. Eva Brion MD (402) 463-7711
 - xiii. Howard Psychiatric Services LLC (402) 462-9400
 - xiv. Catherine Phillips MD CS APRN (402) 463-7711
 - xv. Kavir Saxena MD (402) 463-7711
 - xvi. Navdeep Sood MD (402) 463-4521
2. The [enCourage Advocacy Center of Hastings](#), Office: 220 South Burlington

Avenue, Hastings, (402) 462-5810; Confidential 24-hour Hotline, (402) 463-4677

- i. Services offered: medical advocacy, legal advocacy, intervention program, community education, ongoing victim support, emergency shelter, and emergency transportation

Interim Action (Accommodations): When appropriate, Hastings College will take interim actions to ensure equal access to its education programs and activities, and protect both parties as necessary before the final outcome of an investigation at no cost to the student/employee. In these cases, the College will notify all parties of their options to avoid contact with one another. The College will also take steps to notify all parties of their rights and will provide information concerning victim advocacy, housing assistance, transportation or work assistance (if applicable), academic support, counseling, health and mental health services, legal assistance and the right to report a crime to campus safety and/or local law enforcement. The College will consult with the reporting party regarding possible interim measures.

Notice to reporting and responding party: The College will not restrict either party from discussing and sharing information relating to their complaint with others who are directly supporting or assisting in presenting their case. The College does remind both the reporting and responding parties that any form of retaliation, including retaliatory harassment and retaliation by a third party is prohibited.

The College may suspend, on an interim basis, a student or place an employee on administrative leave pending the completion of the investigation of sex/gender based act of harassment, discrimination or sexual misconduct. In cases in which an interim suspension or administrative leave is imposed, the student or employee will be given the opportunity to meet with an appropriate administrator before such action is imposed, or as soon thereafter as reasonably possible, to show cause why the action should not be implemented. During an interim suspension or administrative leave, a student or employee may be denied access to College housing, the College campus, facilities, classes or events, either entirely or with specific application. At the discretion of the appropriate administrative officer, alternative coursework options may be pursued to ensure as minimal an impact as possible on the reporting and responding party student. At the discretion of the appropriate administrative officer, alternative employment/work options may be pursued to ensure as minimal an impact as possible on the responding party employee. Violation of interim provisions will be grounds for disciplinary action such as suspension, expulsion, administrative leave or termination.

Remedies:

Hastings College may take whatever steps are deemed necessary to appropriately respond to allegations of sexual misconduct. Measures include:

- Referral to counseling and health services.
- Referral to the Employee Assistance Program.
- Providing education to the community.
- Altering the housing situation of the reporting or responding party.
- Altering work arrangements for College employees.
- Issuing interim suspensions pending a hearing.
- Providing campus escorts.
- Implementing contact limitations between the parties (no contact order).
- Offering adjustments to academic course schedules and/or assignments.

These measures are available regardless of whether a reporting party seeks formal resolution through Hastings College or makes a report through the Hastings Police Department.

Policy Enforcement, Investigation and Grievance - Adjudication Procedures for Sex/Gender Based Incidents

Informal Resolution Process

1. Informal resolution is an alternative to the formal complaint resolution process. The Title IX Coordinator or designee will determine if informal resolution is appropriate based on the willingness of the parties and the nature of the alleged conduct. The College will not pursue an informal resolution process for acts of sexual

misconduct. Sanctions are generally not pursued as the result of an informal resolution process, but can be given if found necessary, though the parties may agree to appropriate remedies. The Title IX Coordinator will keep records of any resolution that is reached. The College reserves the right to cancel informal resolution if sufficient evidence suggests the act could be ongoing then a formal investigation or other sanctions or remedies may be necessary and appropriate.

2. If the Title IX Coordinator is able to resolve the complaint in an informal manner satisfactory to both the reporting party and the responding party, the Title IX Coordinator will have both parties sign the agreements, give a copy to both parties, and keep the agreements on file.
3. It is not necessary to pursue informal resolution first in order to make a formal complaint, and anyone participating in informal resolution can stop that process at any time and request to continue through the formal process.
4. If an allegation includes actions that involve criminal activity and/or sexual misconduct, reports will be coordinated by the Title IX Coordinator. Individuals are strongly encouraged to also file a report with Hastings Police Department.

Formally reporting an act of sex/gender based harassment, discrimination, or sexual misconduct Filing a complaint:

Reporting party(s) are encouraged to file complaints as soon as reasonably possible to increase the ability of Hastings College and/or law enforcement (if reported to law enforcement) to gather adequate information and take appropriate remedial action. Actions may be limited where a significant amount of time has elapsed between an incident and the filing of a complaint. A person who is the reporting party of sexual misconduct is encouraged to make a formal report to:

- [online HC Cares report form](#) ;
- hccares@hastings.edu;
- the Title IX Coordinator - Dr. Kittie Grace (402) 461-7385, kgrace@hastings.edu;
- Deputy Title IX Coordinator (402) 461-7420 - Colleen Ferguson or (402) 461-7444 - Brian Hessler
 - Hastings Police Department (911) or (402) 461-2364;
- During weekends or when College administrative offices are closed, to Hastings College Campus Safety (402) 984-8064 (cell).

Complaint Intake: Following receipt of notice or an incident complaint, the Title IX Officer or Deputy Title IX Coordinator will make an initial determination as to whether the information has weight to indicate there may have been a violation of this policy. If it appears a violation may have occurred, a pattern of misconduct, and/or a perceived threat of further harm to the community or any of its members is present, then an investigation will be pursued. If the complaint does not appear to allege a policy violation or if conflict resolution is desired by the reporting party and appears appropriate, then the complaint will not proceed to investigation.

Investigator assignment: The Title IX Coordinator will designate two persons, who have been trained annually, who do not have any (real or perceived) conflicts of interest with either party, to represent the College and to conduct an investigation into the reported incident.

Investigation: If a reporting party wishes to pursue a formal complaint or if the College determines an investigation is necessary, the Title IX Officer will assign two trained College investigators.

- a. Investigations will be thorough and impartial.
- b. The College will inform parties involved at regular intervals of the status of the investigation. c. The College will designate a reasonably prompt timeframe for the major stages of a complaint process (investigation, review of materials, findings determination and appeal procedures) with the aim to complete the entire process within 60 college business days. Factors may extend investigations beyond the 60 business days. In these occurrences, written notification will be given to all parties explaining the cause for an extension to the process. The College may also undertake a delay when criminal charges are being investigated upon request by the police department conducting the investigation. The College disciplinary process will continue regardless of the status of criminal investigation or charges involving the same incident.
- d. The reporting party and responding party will be given equitable rights during the investigation and grievance/adjudication process. Each party will have an opportunity to present information, documents and witnesses to the persons deciding if the act of sex/gender based harassment, discrimination or sexual misconduct occurred and the nature of the sanction if it is determined that the act occurred.

- e. The responding party will be provided notice of the allegations against them.
- f. In incidents of sexual misconduct, the College prohibits questioning about the reporting party's prior sexual conduct with anyone other than the responding party. Evidence that a prior consensual dating or sexual relationship between the parties does not by itself imply consent or preclude a finding of sexual misconduct.
- g. Both the reporting party and responding party may ask an advisor (maximum of two) of their choosing to be present at any investigation interview or at a findings/sanctioning meeting; however:
 - the advisor's presence in an investigation interview or a findings/sanctioning meeting is for support and advice purposes only;
 - advisors are not permitted to speak for/on behalf of the student, reporting party or responding party or to otherwise engage in the proceedings in any way or to cross examine witnesses;
 - the advisor may be a friend, family member, attorney or other person of the reporting party's or responding party's choosing;
 - if any advisor, including an attorney, is deemed to be disruptive or attempts to speak for or on behalf of the reporting party or responding party, or who attempts to participate in the proceedings, that advisor may be excluded from the investigative interview or the findings/sanctioning meeting or meeting room.
- h. Failure by a responding party to cooperate in an investigation or respond in a timely manner may be grounds for discipline.
- i. If at any time during the investigation, the reporting party declines to cooperate in the investigation or if it is determined that the reporting party no longer wishes to pursue their complaint, the matter may be considered closed with appropriate notification to both parties. The reporting party can decide to resume the investigation at a later date as long as a finding was not determined by a Third Party Decision Maker through the original investigation.
- j. To the extent practicable and allowable by law, all aspects of the complaint and investigation conducted in accordance with these proceedings will be private.
- k. All affected parties shall cooperate fully in the investigation and shall maintain and preserve the privacy of the investigation.
- l. After the fact-finding process has been concluded, the investigators shall send simultaneous written notice to both parties as to the next step of the grievance process.
- m. The investigators will also explain to both the reporting party and responding party that they will have access to review all investigation materials upon request and after the completion of the investigation. When possible, an in-person review will be arranged with the Title IX Coordinator. Personal identifying information for witnesses and other information as deemed necessary by the Title IX Coordinator will be removed from all investigation materials prior to review.
- n. At any point during the investigation, if it is determined there is no reasonable cause to believe that College policy has been violated, the Title IX Coordinator has authority to terminate the investigation and end resolution proceedings.

Improper Conduct During an Investigation: Any member of Hastings College's community who provides knowingly false information or who refuses to cooperate in an investigation related to this policy will be subject to disciplinary action, up to and including expulsion, suspension, termination, removal from campus, cancellation of contract or any other means necessary to address the behavior.

Student Withdrawal from College while Allegations Pending : Should the responding party (who is a student) decide to permanently withdraw from the College, the resolution process ends, as the College no longer has disciplinary jurisdiction over the withdrawn student. Title IX Coordinator will continue to act to promptly and effectively remedy the effects of the conduct upon the reporting party and the community.

Employee Resignation from College while Allegations Pending: Should a responding party (who is an employee) resign while allegations are pending, the records of the Title IX Officer will reflect that status, as will College's responses to any future inquiries regarding employment references for that individual. Should an employee decide to leave and not participate in the investigation and/or hearing, the process will continue in the employee's absence to a reasonable resolution and that employee will not be permitted to return to the College unless any and all sanctions have been satisfied. The Title IX Officer will continue to act to promptly and effectively remedy the effects of the conduct upon the reporting party and the community.

Disciplinary Procedures and Action

1. Upon receipt of the investigative report and investigation documents, the Title IX Officer will review all materials to ensure a fair, equitable and private/confidential investigation process; to assess evidence and credibility of information; and to make sure all investigation materials are present.
2. Upon review of the investigation materials the Title IX Coordinator will forward it to a third party decision maker, annually trained, for a disciplinary decision of whether a policy violation has or has not occurred, and for determination of applicable sanctions.
3. The preponderance-of-the-evidence (i.e., more likely than not) standard will be used. A student or employee will be found either in violation or not in violation of this policy.
4. Where the responding party is found not responsible for the alleged violation(s), the investigation will be closed.
5. Where the responding party is found in violation of this policy due to the alleged violation(s), the College will act to end the discrimination or other misconduct, prevent its recurrence, and remedy its effects on the reporting party and the HC community.
6. Sanctions for violations of the HC Cares policy include:
 - termination;
 - expulsion;
 - suspension;
 - removal from campus;
 - suspension/expulsion from campus housing;
 - cancellation of contract and/or termination;
 - administrative leave;
 - conduct probation;
 - anger management, violence, or substance abuse screening;
 - participation in an intervention program or support group;
 - educational sanction or paper;
 - permanent no contact order;
 - other appropriate institutional sanctions.
7. Other members of Hastings College's community who are not students, staff or employees, and who may not be explicitly subject to this College procedure, upon a finding of a violation, shall be subject to adverse actions such as removal from campus, cancellation of contract or any other means necessary to address the behavior.
8. All parties will receive written notification of the outcome, including the findings, any resulting responsive actions, and the rationale for the decision. This written notification of a final decision will be delivered to the parties without undue delay between the notifications. The notification will also explain appeal options and procedures to both parties.

HC Cares Appeal Procedure: Any party may file a request for appeal ("Request for Appeal"), but it must be submitted in writing to the Title IX Coordinator within five (5) business days of the delivery of the Notice of Outcome.

- There will be a single Appeal Decision-maker for the appeal. No Appeal Decision-maker will have been involved in the process previously, including any dismissal appeal that may have been heard earlier in the process.
- The Request for Appeal will be forwarded to the Appeal Decision-maker for consideration to determine if the request, if established, would satisfy a ground for appeal (a Review for Standing).
- This review is not a review of the merits of the appeal, but is solely a determination as to whether the request satisfies one or more of the grounds for appeal, and is timely filed.
- Appeals are limited to the following grounds:
 - Procedural irregularity that affected the outcome of the matter;
 - New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
 - The Title IX Coordinator, Investigator(s), or Decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.
- If any of the grounds in the Request for Appeal do not meet the grounds in this Policy, that request will be denied by the Appeal Decision-maker, and the parties and their Advisors will be notified in writing of the denial and the rationale.
- If any of the grounds in the Request for Appeal may, if established, satisfy any of the grounds described above, then the Appeal Decision-maker will notify the other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the original Decision-maker.

- The other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the original Decision-maker will be mailed, emailed, and/or provided a hard copy of the request for an appeal with the approved grounds and then be given five (5) business days to submit a response to the portion of the appeal that was approved and involves them. All responses, if any, will be forwarded by the Appeal Decision-maker to all parties for review and comment.
- The non-appealing party (if any) may also choose to raise a new ground for appeal at this time. If so, that will be reviewed to determine whether it may, if established, satisfy a ground described above, and will be either denied or approved by the Appeal Decision-maker. If approved, it will be forwarded to the party who initially requested an appeal, the Investigator(s) and/or original Decision-maker, as necessary, who will submit their responses, if any, in five (5) business days, which will be circulated for review and comment by all parties.
- Neither party may submit any new requests for appeal after this time period. The Appeal Decision-maker will collect any additional information needed and all documentation regarding the approved grounds for appeal, and the subsequent responses and the Appeal Decision-maker will render a decision as to whether any approved ground of appeal has been established in no more than five (5) business days, barring exigent circumstances. All decisions will apply the preponderance of the evidence standard.
- A Notice of Appeal Outcome will be sent to all parties simultaneously including the decision on each approved ground and rationale for each decision. The Notice of Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanctions that may result (which the College is permitted to share according to state and federal law), and the rationale supporting the essential findings (to the extent the College is permitted to share such information under state and federal law).
- Notification will be made in writing and may be delivered by one or more of the following methods: in person or emailed to the parties' Hastings College-issued email or otherwise approved account. Once emailed and/or received in-person, the College will presume that notice has been received.

Standard of Evidence: preponderance-of-the-evidence (i.e., more likely than not) standard will be used in all cases.

Response to a report of dating violence, domestic violence, sexual assault or stalking: When Hastings College receives a report of dating violence, domestic violence, sexual assault or stalking the reporting and responding party receives a copy of the [HC Cares policy](#), a copy of [on and off campus resources](#), and a copy of the [HC Cares Grievance Procedure Flow Chart](#).

Conduct Policy for Student Code of Conduct Violations

Jurisdiction of Hastings College: Generally, Hastings College jurisdiction and discipline shall be limited to conduct which occurs on College premises or which adversely affects the Hastings College community and/or the pursuit of its objectives.

Hastings College does have jurisdiction to sanction a student for activities that take place off campus when those activities adversely affect the interests and/or reputation of the College or cause injury or harm to any person. The College is regularly notified of student violations of the law within the City of Hastings. Among those violations open to College sanction are: 1) disturbance of the peace, 2) selling alcohol without a license, 3) procuring alcohol for minors, and 4) any form of criminal violence to person or property.

Conduct—Rules and Regulations: Any student found to have committed the following misconduct is subject to the following disciplinary sanctions:

1. Acts of dishonesty, including but not limited to the following:
 - a. Cheating, plagiarism, or other forms of academic dishonesty. (See the following section in the Student Handbook on "Academic Dishonesty.")
 - b. Furnishing false, fraudulent, misrepresentation of self or information to any Hastings College office, faculty member, staff or administrator.
 - c. Forgery, alteration, or misuse of any Hastings College document, record, or instrument of identification.
 - d. Tampering with the election of any Hastings College recognized student organization.
2. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, other College activities, including its public service functions on or off campus, or other authorized non-Hastings College activities, when the act occurs on College premises.

3. Physical abuse; verbal abuse; threats; intimidation; bullying or harassment; any kind of sexual violence including but not limited to sexual assault, dating violence, domestic violence and abuse and sexual harassment; harassment of any kind; stalking; coercion and/or other conduct which threatens or endangers the health or safety of any person.
4. Attempted or actual theft of and/or defacement, vandalism, or damage to property of Hastings College or property of a member of the College community or other personal or private property.
5. Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. It includes any activity that is expected of someone joining or participating in a group that humiliates, degrades, abuses or endangers them regardless of a person's willingness to participate. Such activities and situations include, but are not limited to, paddling in any form, creating excessive fatigue, forced consumption of any substance (such as food, beverages, tobacco, alcohol), forced road trips, kidnapping, morally degrading games or stunts, or other activities prohibited by law or College policy.
6. Failure to comply with directions of Hastings College officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so.
7. Unauthorized possession, duplication or use of keys (including electronic) to any Hastings College facilities or unauthorized entry to or use of any College facility.
8. Illegal use, possession, or distribution of any drug or other controlled substance or use, possession or distribution of any analog drug or other chemical substance, compound or combination when used to: induce an altered state; and/or including any otherwise lawfully available product (such as over the counter or prescription drugs) used for any purpose other than its intended use.
9. Illegal or unauthorized possession of firearms, explosives, other weapons, or dangerous chemicals on College premises.
10. Participation in a campus demonstration which disrupts the normal operations of the College and infringes on the rights of other members of the College community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on campus or at College-sponsored or supervised functions.
11. Conduct which is disorderly, lewd, or indecent; breach of peace; or aiding, abetting, or procuring another person to breach the peace on College premises or at functions sponsored by, or participated in by Hastings College.
12. Attempted or actual theft or other abuse involving computers, cell phones or electronic devices and equipment including but not limited to:
 - a. Unauthorized entry into a file, to use, read, or change the content or for any other purpose.
 - b. Unauthorized transfer of a file.
 - c. Unauthorized use of another individual's identification and password.
 - e. Use of computing facilities to interfere with the work of another student, faculty member or College official.
 - f. Use of computing facilities to send obscene or abusive messages.
 - g. Use of computing facilities to interfere with normal operation of the Hastings College computing system.
13. Attempted or actual theft involving the Hastings College telephone system or other abuse including, but not limited to:
 - a. Unauthorized use of another individual's identification, password or calling card.
 - b. Use of the telephone system to send obscene and/or abusive messages.
14. Abuse of the Hastings College Judicial System, including but not limited to:
 - a. Failure to obey the summons of a judicial or College official.
 - b. Falsification, distortion, or misrepresentation of information before a judicial body.
 - c. Disruption or interference with the orderly conduct of a judicial proceeding.
 - d. Institution of a judicial proceeding knowingly without cause.
 - e. Attempting to discourage an individual's proper participation in, or use of, the judicial system.
 - f. Attempting to influence the impartiality of a member of a judicial body prior to and/or during the course of the judicial proceedings.
 - g. Harassment (verbal or physical) and/or intimidation of a member of a judicial body prior to, during, and/or after a judicial proceeding.

- h. Failure to comply with the sanction(s) imposed under the Student Code.
 - i. Influencing or attempting to influence another person to commit an abuse of the judicial system.
15. Violation of published Hastings College policies, rules or regulations including rules adopted from time to time governing campus residential facilities.
 16. Violation of federal, state or local law on Hastings College premises or at Hastings College sponsored or supervised activities, or in any other setting.

Sanctions: Any of the following sanctions may be imposed upon any student found to have violated the Hastings College Student Code of Conduct. A decision as to whether a student has violated college policies and the Code of Conduct are made using the standard of preponderance of evidence, in other words, that an act was more likely than not to have occurred.

1. Warning—A notice in writing to the student that the student is violating or has violated institutional regulations.
2. Referral—to counseling services and/or law enforcement.
3. Loss of Privileges—Denial of specified privileges and/or participation in extracurricular activities for a designated period of time.
4. Fines—Appropriate fines may be imposed.
5. Restitution/Restorative Action—Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary or material replacement.
6. Discretionary Sanctions—Work assignments, service to the College or other related discretionary assignments (such assignments must have the prior approval of the Student Life).
7. Administrative or Conduct Probation—probationary status for a specified period of time whereby subsequent infractions would trigger additional consequences, including suspension or expulsion. Conditions for successfully completing probationary status may be specified.
8. Campus Housing Suspension/withdrawal—separation of the student from the living on campus for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
9. Campus Housing Expulsion—Permanent separation of the student from the residential areas.
10. College Suspension or Withdrawal—Separation of the student from Hastings College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
11. College Expulsion—Permanent separation of the student from Hastings College.
 - a. The institution may impose sanctions including revocation of scholarships for grave misconduct demonstrating flagrant disregard for the rights of others. In addition, the institution may withhold awarding a degree otherwise earned until the completion of processes set forth in this Code, including the completion of any sanctions imposed. In addition, deactivation—loss of privileges, including College recognition, for a specified period—may be imposed. The sanctions listed above may also be imposed upon groups or organizations. Other than College expulsion, disciplinary sanctions shall not be made part of the student’s academic transcript, but shall become part of the student’s confidential record. These records are maintained for five (5) years after final disposition of the case.

Upon written request, the institution can release a student disciplinary proceeding for any violent crime or sexual misconduct offense where the incident results in the student’s death (the victim of the incident), to the student’s next of kin.

Interpretation and Revision:

- A. Any questions of interpretation regarding the Student Code of Conduct shall be referred to the Dean of Student Engagement and/or the Vice President for Student Access, Enrollment, and Performance for final determination.
- B. The Student Code of Conduct shall be reviewed every five (5) years or earlier if deemed necessary by the Dean of Student Engagement.

All students who enroll at Hastings College are expected to abide by this Student Code of Conduct. The College, in turn, will attempt, during the student’s tenure, to lend advice, support, and counsel as solicited and/or needed.

All students, on or off campus, and their guests are expected to show consideration and exhibit respect for the residents of Hastings, especially close neighbors, and behave in a manner compatible with the standards of the larger community. In

addition, all HC students are expected to exhibit respect for the social regulations, personnel, and property when visiting other colleges and communities.

Referral, Hearing Procedures and Jurisdictions: The student judicial system comprises systems that include the following: Community Accountability Board and Restorative Justice Panel, Student Judiciary Council, Administrative Hearing, and Academic Affairs Committee. Reports of violations of Student Code of Conduct are referred to the respective body or office that is responsible for adjudication. Reports or referrals of violations that occur in campus housing jurisdiction are referred to the Community Accountability Board. Students who are referred to these bodies are informed of hearing procedures. Reports or referrals for violations outside of these jurisdictions are referred to the Dean of Student Engagement. The Dean of Student Engagement makes final determination of whether a case will be conducted through the Community Accountability Board.

Referrals for violations can be made by any student, faculty or staff via an online form at www.hastings.edu/concerns ; however, referrals for violations that occur in residence halls and Bronco Village Apartments are typically made by the respective residence hall or Bronco Village Apartment staff. Hearings are closed to only the adjudicating body/administrator and the referred student(s).

Community Accountability Board (CAB)

Membership

1. Hall Representative
 1. Students will be invited to apply to serve on the CAB each academic year.
 2. Students will be elected (or appointed if only a single applicant or in the absence of an applicant) at the beginning of the fall semester and serve for the full academic year.
 3. If a vote is required, the student representative will be selected via an electronic vote of the hall's residents to serve on the Board.

2. Campus House/Off Campus Representative
 1. Students will be elected/appointed at the beginning of the fall semester and serve for the full academic year.
 2. If a vote is required, the student representative will be selected via an electronic vote with the Campus House residents to serve on the Board.
 3. The Campus Houses/Off Campus commuters will have one representative.
 3. Bronco Village Apartment Representative
 1. Students will be elected/appointed at the beginning of the fall semester and serve for the full academic year.
 2. If an election is required, the student representative will be selected via an electronic vote with the Bronco Village Apartment residents to serve on the Board.
 3. The Bronco Village Apartments will have one representative.

Jurisdiction and Responsibilities

1. To hear and to determine findings for cases involving violations of the Code of Conduct committed inside or on the property of an individual residence hall, campus house, or Bronco Village Apartment.

Powers

1. Determine findings for a student of either responsible or not responsible for violating the Code of Conduct.
2. Forward to case to the Dean of Student Engagement to determine a sanction for the violation.

Appeal

If the Community Accountability Board hears a case, offenders have the right to appeal a decision to the Dean of Student Engagement. See Appeals Procedures for details about the appeals process.

VIII. APPEALS PROCEDURES

In cases adjudicated by the Community Accountability Board, an individual may make an appeal to the Office of Student Engagement.. In cases adjudicated by the Dean of Student Engagement, an appeal may be made to the Vice President for Student Access, Enrollment, and Performance . The appeal must be within five (5) business days following the receipt of the decision/sanction. Appeal must be in writing and clearly state one of the reasons listed below:

1. Flagrant violation of one of the procedures in the judicial systems document that could change the outcome of the decision; or
2. Discovery of new evidence that was not available at the time of the decision; or
3. The severity of the sanctions.

If the appeals body, Dean of Student Engagement, or Vice President for Student Access, Enrollment, and Performance determines that there is sufficient justification, they may ask the adjudicating body or individual to reconsider the case. Decisions by appeal bodies and individuals are binding. A student may only appeal once during the process of a case adjudication.

Restorative Justice Facilitators

Determined by case from:

1. Student Engagement staff
2. Student/s previously adjudicated through CAB
3. Representative from CAB

Jurisdiction and Responsibilities

1. To hear and to recommend a sanction for cases involving violations of the Student Code of Conduct committed inside or on the property of an individual residence hall, campus house, or Bronco Village Apartment.

Powers

1. Facilitate dialogue regarding restorative actions taken by student/s responsible for violating the Student Code of Conduct.
2. Forward recommended restorative action plan to Department of Student Engagement.

Appeals Procedures In cases adjudicated by the Community Accountability Board, an individual may make an appeal to the Department of Student Engagement. In cases adjudicated by the Dean of Student Engagement, an appeal may be made to the Vice President for Student Access, Enrollment, and Performance. . The appeal must be within five (5) business days following the receipt of the decision/sanction. Appeal must be in writing and clearly state one of the reasons listed below:

1. Flagrant violation of one of the procedures in the judicial systems document that could change the outcome of the decision; or
2. Discovery of new evidence that was not available at the time of the decision; or
3. The severity of the sanctions/restorative action.

If the appeals body, Dean of Student Engagement, or Vice President for Student Access, Enrollment, and Performance determines that there is sufficient justification, they may ask the adjudicating body or individual to reconsider the case. Decisions by appeal bodies and individuals are binding. A student may only appeal once during the process of a case adjudication.

Overview The Higher Education Opportunity Act of 2008, requiring all academic institutions maintaining on-campus student housing facilities to publish an Annual Fire Safety Report. This report must include information about campus fire safety practices and standards.

Residence Hall Policies regarding portable electrical appliances, smoking, and open flames

- **Electrical Equipment:** The following are allowed in campus housing: clocks, lamps, razors, small microwave ovens and hair dryers (used in restrooms only). The following are not allowed: toasters, toaster ovens, George Foreman grills, air fryer, hot plates, electric skillet, electric blankets, crockpots, space heaters, halogen lamps, homemade lamps or similar appliances and devices. Electric coil resistance appliances are not permitted. No electrical wiring may be changed or added by students. Use of extension cords is discouraged, but if necessary must be 14 gauge and UL approved. Using multiple power strips to plug into one outlet is not allowed.
- **Candles—Burned or Unburned— are not permitted :** Students may not have burned or unburned candles in their rooms. Candle warmers are not permitted. The burning of incense and any other material is not allowed.
- **Holiday Lights and Decorations:** Only artificial trees may be used during the Christmas season. Decorations may be displayed one week before Thanksgiving break and must be taken down before winter break. For lighting placed inside residential areas, only 25 foot light strands designed for indoor use and UL listed may be used. Light strands may not be strung around areas of egress, including doors, windows and hallways. Care should be given to ensure that light strand placement does not hinder the safety and accessibility of the room.
- **Bronco Village Apartment Patios and Balconies –** Christmas or decorative lights may only be used on patios and balconies. Christmas lights may only be displayed one week before Thanksgiving break and must be taken down before Christmas break. For the safety of others, do not throw any items, including cigarette or cigar butts, from your balcony.
- **Smoking, E-Cigarettes and Chewing Tobacco:** Smoking, e-cigarettes and vaping is prohibited in all on-campus facilities. All policies related to tobacco smoking apply to the use of e-cigarettes. Persons who choose to smoke outside the residence halls, Bronco Village Apartments or other campus buildings, must stand 50 feet away from the buildings. Each residential facility may have additional policies concerning smoking outside of their building. All cigarette butts should be disposed of properly. Hookahs are not permitted on campus. Chewing tobacco is not permitted in campus housing or academic buildings.
- **Barbecue Grills at Campus Houses or Bronco Village Apartments:**
 - Campus House – The use of a personal gas grill is allowed outside of the Campus House if it is located away from house/buildings. Residents wishing to use a personal gas grill must meet with the Director of Operations to designate a specific location outside of the house that is safe for grilling. Community grills are not provided for Campus Houses.
 - Bronco Village Apartments – The use of personal grills anywhere on apartment property, including balconies is strictly prohibited because they are a fire hazard. Residents with personal grills on their patios or balconies will be requested to remove them. Community grills are provided for Bronco Village residents. After using the community grills, please leave the equipment, grills, and area clean for the next person.

Evacuation Procedures/Reporting Fires

- In the event of an unexplained fire or smoke:
- Pull the fire alarm
- Exit the building immediately

- Call 911
- Call Campus Safety at 402-984-8064
- Contact your Resident Assistant or Community Living Coordinator

All evacuation procedures are posted in all of the residence halls, apartments, and houses. Exit signs are located in the hallways indicating the closest exit out of the building.

If a fire does occur on campus faculty, staff, and students are to call 911 and then call Campus Safety. If there is a fire in a Campus Residential facility a Community Living Coordinator will respond with Campus Safety. The Director of Physical Plant Services or Campus Safety will respond accordingly along with the Director of Residence Life, the Dean of Student Life, and/or Vice President for Finance.

Contact Numbers

- Hastings Fire Department 911
- Campus Safety Cell Phone402-984-8064
- Physical Plant Services (Maintenance and Custodial).....402-461-7762
- Director of Physical Plant Services402-461-7457
- Director of Operations.....402-461-7444

Students are required to be alert to anything that might jeopardize fire safety in their building. They should turn off and unplug appliances when not in use. No substance should ever be burned in the building. Students are required to leave the building immediately when the fire alarm goes off.

It is unlawful in the City of Hastings to tamper with fire alarms or firefighting equipment. Any unauthorized use or tampering with the fire alarm system, fire extinguishers, or similar equipment in a residence hall or apartment is a felony and is punishable under state fire regulations. Violators will also be subject to college disciplinary action.

Fire Safety and Education All Residential staff receive fire safety training annually at the start of the school year. The students are informed of the fire safety procedures at the start of the school year in their respective residential areas.

Residence Life staff conducts fire drills each semester and maintains a current list of students that have mobility concerns during the evacuation process. The drills are supervised and conducted by the Office of Campus Safety and the Department of Student Engagement. Students must participate in the fire drills, and it is a violation of the college conduct code to not evacuate during a drill.

All students must evacuate a residence hall when a fire alarm sounds. The Resident Life Staff (RAs) living in each hall assist in the evacuation process. Residents are instructed on the location of the assembly area for their hall by the RAs. Residents are not permitted to re-enter the building until the "all clear" is given by a Campus Safety Officer and/or Fire Department. Should weather conditions be inclement or the situation prohibits a timely re-entry, evacuated students will be temporarily relocated to another campus building.

Evacuation routes are posted on the back of the door of each residence hall room. Students should become familiar with multiple evacuation routes out of their building and leave from the nearest safe exit. Students evacuating should take only important personal possession within their immediate vicinity as well as shoes and outer clothing suitable for the weather.

Residence Life staff also conduct health and safety checks of all campus housing facilities a minimum of one time per semester. The purpose of a health and safety check is to ensure residents are in compliance with fire safety policy and have a safe environment within their campus housing assignment.

Description of Student Housing and Fire Safety System

- Altman Hall

A co-ed residence hall, Altman Hall was built in 1963 and can house 144 students. Women are housed on the south side and men on the north.

- **Babcock Hall** Babcock Hall, a three-level facility, was built in 1978 and renovated in 2014. The residence hall provides housing for 77 women and men.
- **Bronco Hall** Bronc Hall, a three-level facility, was built in 1960 and renovated in 2014. The residence hall provides housing for 122 men.
- **Taylor Hall** Taylor Hall was built in 1938 and renovated in 1990. The residence hall provides housing for 104 women.
- **Weyer Hall** Weyer Hall was built in 1963 and is a three-story residence hall providing housing for 36 men and women.
- **Bronco Village** Bronco Village opened August 1, 2004, and is for sophomore, junior, and senior students. There are six buildings, and they house 288 students.
- **Houses** Hastings College operates five houses around the perimeter of campus. Houses are gender neutral. They house 4-9 students, depending on the size of the house.

Hastings College is continuously examining the need for fire sprinklers in all residential facilities as they are remodeled.

Student Housing Facility Fire Safety System 2022

	<u>Fire Monitoring System</u>	<u>Sprinkler System</u>	<u>Smoke Detection System</u>	<u>Fire Extinguishers</u>	<u>Evacuation Plans/ Placards</u>	<u>Number of Fire Drills Each Academic Year</u>
Altman Hall	X	X	X	X	X	2
Babcock Hall	X	X	X	X	X	2
Bronc Hall	X	X	X	X	X	2
Taylor Hall	X		X	X	X	2
Weyer Hall	X		X	X	X	2
Apartment 911	X	X	X	X	X	2
Apartment 915	X	X	X	X	X	2
Apartment 917	X	X	X	X	X	2
Apartment 919	X	X	X	X	X	2
Apartment 921	X	X	X	X	X	2
Apartment 923	X	X	X	X	X	2
McKay House	X		X	X	X	2
706 E. 7th Street	X		X	X	X	2

710 E. 7th Street	X		X	X	X	2
714 E. 7th Street	X		X	X	X	2
905 N. Elm			X	X	X	2

Fire Log 2022

	<u>Total Fires in Buildings</u>	<u>Fire #</u>	<u>Date</u>	<u>Time</u>	<u>Cause</u>	<u>Number of Injuries Requiring Treatment</u>	<u>Number of Deaths Related to the Fire</u>	<u>Value of Property Damaged by Fire</u>
Altman Hall	0	0	0	0	0	0	0	0
Babcock Hall	0	0	0	0	0	0	0	0
Bronc Hall	0	0	0	0	0	0	0	0
Taylor Hall	0	0	0	0	0	0	0	0
Weyer Hall	0	0	0	0	0	0	0	0
Apartment 911	0	0	0	0	0	0	0	0
Apartment 915	0	0	0	0	0	0	0	0
Apartment 917	0	0	0	0	0	0	0	0
Apartment 919	0	0	0	0	0	0	0	0
Apartment 921	0	0	0	0	0	0	0	0
Apartment 923	0	0	0	0	0	0	0	0
McKay House	0	0	0	0	0	0	0	0
706 E. 7th Street	0	0	0	0	0	0	0	0
710 E. 7th Street	0	0	0	0	0	0	0	0
714 E. 7th Street	0	0	0	0	0	0	0	0
905 N. Elm	0	0	0	0	0	0	0	0

<u>Fire Report:</u>	<u>2021</u>	<u>2022</u>
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Total Occurrences						
On Campus						
Hall	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Altman Hall	0	0	0	0	0	0
Babcock Hall	0	0	0	0	0	0
Bronc Hall	0	0	0	0	0	0
Taylor Hall	0	0	0	0	0	0
Weyer Hall	0	0	0	0	0	0
Apartment 911	0	0	0	0	0	0
Apartment 915	0	0	0	0	0	0
Apartment 917	0	0	0	0	0	0
Apartment 919	0	0	0	0	0	0
Apartment 921	0	0	0	0	0	0
Apartment 923	0	0	0	0	0	0
McKay House	0	0	0	0	0	0
706 E. 7th Street	0	0	0	0	0	0
710 E. 7th Street	0	0	0	0	0	0
714 E. 7th Street	0	0	0	0	0	0
846 N Ash	0	0	0	0	0	0
905 N. Elm	0	0	0	0	0	0